

Bystander Intervention to Stop Police Sponsored Violence and Anti-Black Racist Harassment Training
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I felt I would be remiss to not devote any of my DEI efforts this year to combating racism. While most of my DEI efforts in the second year of the program were spent learning about racism, I felt it important to receive anti-racist training to prepare me as an ally and entry-level clinician.

My final training through *Hollaback!* was titled Bystander Intervention to Stop Police Sponsored Violence and Anti-Black Racist Harassment. I believe in systemic racism, and acknowledge its manifestation in policing and police violence toward people of color. I also believe that systemic racism is evident in other social, political, and economic systems, including in medicine. As an individual, I believe it is my duty to be actively anti-racist. As a future Doctor of Physical Therapy, I believe it is my duty to advocate for my patients, especially those who belong to underserved and marginalized populations. I believe this training will provide me with tools to combat systemic racism and racist harassment, which will help me fulfill those duties.

The mission of this training was to prepare participants to safely intervene when they witness police sponsored violence or anti-black racist harassment in public spaces. This training covered similar material from the other two trainings I attended, including education on the types of biases and how they manifest as disrespect and harassment. The training then reiterated *Hollaback!*'s methodology for intervention using the 5 D's: distract, delegate, document, delay, and direct. However, unlike the training about LGBTQIA+ harassment, this training provided more information about how racism can manifest in organizations, particularly in policing, compared to individual actions. The training discussed how police sponsored racism includes racial profiling, disparate enforcement of laws, inappropriate detainment, physical abuse, and even murder. Many of these manifestations of racism are distinct from harassment committed by an individual, and demonstrate how the power of the police can be used to carry out damaging racist actions.

I once again appreciated how *Hollaback!* emphasized maintaining personal safety when using the 5D's to intervene against police sponsored violence and racist harassment. The training, though designed to help participants avoid arrest when intervening in situations of police harassment, also provided practical information about how to protect yourself against police retaliation for intervention. Specifically, the training discouraged participants from using distraction in cases of police harassment or brutality, as it could lead to arrest for obstruction of justice. It also noted that if participants choose to document police harassment, they should do so from a safe distance of at least six feet to prevent obstruction of justice. The training emphasized that documentation is protected by the first amendment and police officers may not force you to stop documenting their behavior without a warrant. Finally, the training also suggested delegating action to the media if the individual experiencing harassment consents to that action. I think this strategy could be powerful, particularly in bringing widespread attention to systemic racism, and has proven to be effective.

The information and strategies provided by this training helped me feel more confident in intervening, particularly against police harassment and brutality, without fear of retaliation or legal repercussions for myself. While I hope that recent attention brought to police sponsored racism will result in systemic changes and a decrease in racist police actions, I now feel better equipped to intervene as an ally to people of color if I ever witness these behaviors in the future.