

IN THE COMMUNITY

2-Hour Workshops

Creating Safety in Contentious Times

Two-hour workshops are sponsored throughout New England by houses of worship (temples, mosques, churches), Human Rights Committees, social service agencies, community coalitions, libraries, LGBTQ groups, social justice and multicultural organizations, substance abuse prevention task forces, and businesses.

Minimum number of workshop participants is 10 people. TAB is appropriate for anyone 12 years old and older.

Facilitators' Training for Workshops

TAB uses a Training for Trainers model which supports broad implementation in which many thousands are trained annually.

TAB is powerfully relevant and easily replicable in different cultural and age-diverse settings because facilitators are of the culture in which they teach. During a day-long session, those who have participated in the two-hour workshop learn to facilitate it. In pairs, facilitators run workshops paired with any other facilitator.

Talented TAB facilitators are invited to become Instructors, people who train TAB facilitators.

TAB EVALUATION AND ASSESSMENT

Studies show that 85% of people are bystanders. They have considerable power. The exhaustive qualitative and quantitative TAB evaluations found it significantly reduces harassment, bullying, violence and other harm doing (a 20% difference in middle and high schools compared to control schools), and promotes leadership. www.trainingactivebystanders.org

For pricing, contact Quabbin Mediation or your local facilitator.

IN THE SCHOOLS

TAB has been implemented in middle and high schools in inner cities, rural regions, suburbia, public and charter, private and faith-based schools.

6-Unit Curriculum

This curriculum presents six 45-minute to one-hour units. They define harm doing, the factors inhibiting bystanders from taking action against harm; the factors, including moral courage, which promote active bystandership; and the effects on the target, the harm doer, other bystanders and the community when bystanders do (or do not) interrupt harm. Content includes games exercises, role plays and large and small group discussions. Trainees receive a TAB Handbook.

School-based Training for Trainers

TAB uses a Training for Trainers model. This promotes leadership and supports broad and rapid implementation. High school students are trained to teach the 6-lesson curriculum to middle school students and advanced units to high school students in their classrooms. Schools select students as TAB trainers from diverse backgrounds, races, religions, cultures and identities, including LGBTQ youth, underserved students, and those with different abilities.

Elementary School TAB

The elementary curriculum introduces concepts students revisit in secondary school. Students in the older grades teach the curriculum to their younger peers.

Advanced TAB I and II

I. Studies TAB concepts using current and historical events, for example, Ida B. Wells and the decades-long effort to end legal lynching.

II. Discusses why people of different abilities, gender identities, races, religions, sizes, etc. are targets, and how to intervene.

IN THE WORKPLACE

TAB is a means of transforming the workplace to a norm in which harm doing is not acceptable. Active bystandership leads to more positive interactions among people, creates an improved workplace atmosphere where all employees feel safe, and contributes to workplace productivity.

In Businesses and Corporations

TAB addresses issues of harassment and bullying, creating a safer, more productive workplace.

Professional Development

Presented are elements of the 6-lesson curriculum, the scholarship behind TAB, and implementation.

In Higher Education

TAB has been taught to undergraduates, graduate students, administrators and professors at Brandeis University, Wellesley College, MIT and Mt. Holyoke College, and in community colleges.

Spanish Language

The 6-lesson curriculum is available in Spanish.

In Prison and Jail

TAB has been taught at the Massachusetts Correctional Institute in Norfolk to 70 members of the Lifers' Group and at the Franklin County (MA) House of Corrections to 60 inmates transitioning back to the community.

Substance Abuse Prevention

TAB has always addressed substance abuse as a form of harm doing; each of the 6 units offers opportunities to analyze the problem. The substance abuse prevention element is integrated into the TAB training for trainers curriculum. The subject is nearly always raised by the trainees.

Training Active Bystanders, copyrighted by Quabbin Mediation in 2007, was created and first used in collaboration between Quabbin Mediation, Inc., and Professor Ervin Staub in 2006-2007 and is based in significant part on his work.

ABOUT TRAINING ACTIVE BYSTANDERS (TAB)

TAB is a way to analyze harm doing situations and assists participants in discovering the positive power of bystanders.

The curriculum defines the roles of target, harm doer, and bystander. It examines inhibitors to bystander action and how to overcome them.

Moral courage, inclusive caring, responsibility for others, empathy, reciprocity and self-interest promote active bystandership.

Active bystandership does *not* mean aggression against the harm doer.

TAB stresses safety and discusses a variety of intervention techniques. It helps participants gain the competencies they need to create action plans if they decide to step forward when they witness something they feel is unfair, or wrong, or troubling in the future.

Lessons are interactive, using group activities, brainstorming and role plays. Participants drive discussion content based on the needs of their particular community.

TAB promotes support for the target, understanding of the harm doer, caring for those inside and outside one's own group, moral courage and competencies to safely help those in need.

Bystander acts that stop harm doing to individual targets also stop the changes in a community that encourage harm to others. Active bystanders help develop positive attitudes, behaviors and values in the whole community.

ABOUT QUABBIN MEDIATION

Quabbin Mediation, founded in 1995, is a certified women-directed organization and is approved by the MA Trial Court to provide mediation and training services. Quabbin Mediation serves all sectors of the population: people of all ages, from diverse cultures, non-English speakers, and people of all ability levels.

Quabbin Mediation offers seminars, workshops, and training in mediation, communication, active bystandership and conflict resolution, and designs training programs to meet the needs of any group.

Veterans Mediation, launched in 2007, trains veterans' serving veterans (who understand the military experience) with skills to help veterans, active military, National Guard and Reserves, and their families solve their own conflicts.

Quabbin Mediation is member of the international Association of Conflict Resolution and of the National Association for Community Mediation.

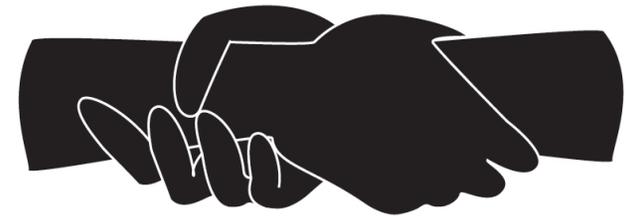
Funders for TAB include schools, police and sheriffs' departments, domestic violence and substance abuse prevention agencies, the USDOJ and MA Exec. Office of Public Safety, the MA Attorney General's office, hospitals, libraries, foundations, businesses and individuals.

 The office and all training sites are accessible.



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Quabbin Mediation is a 501(c)(3) nonprofit.
*Tax exempt contributions may be made by mail or
online at www.QuabbinMediation.org.*



Training Active Bystanders

*Think about your power as a
bystander.*

*What sorts of harm doing do you
see in your communities?*

*Harassment, bullying, violence,
injustice.....*

*What can you do when you witness
harm doing? As it happens? Later?
With the help of others?*

*What risks and dangers do active
bystanders face?*

*How does active bystandership
change individuals and their
communities?*

**Training Active Bystanders (TAB) is
an innovative evidence-based
program for schools, communities,
businesses, organizations, agencies
and institutions.**