Where do you draw the line? A leader's role in personal safety, boundaries, and bystander intervention

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Overview

- About harassment and violence
- Working in public spaces
- Bystander intervention strategies
- Setting and maintaining boundaries
- Going forward

Harassment and violence

- Who is targeted?
 - Potentially anybody
 - Disproportionate effects on marginalized identities
- Impact
 - Psychological/emotional
 - Financial/social
 - Missed educational and career opportunities
 - Quality of life
- Group members vs. strangers
- Leadership responsibility

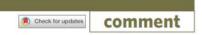
Working in public spaces

The problem:

- Uncontrolled environments
- How do you experience public spaces?
- What about your students and colleagues?

Recommendations:

- Pre-trip planning discussion(s)
- Communication plan
- Emergency response plan
- Code words or signals (situational awareness)
- Boundary-setting statements you can practice in advance
- Brief and debrief



Safe fieldwork strategies for at-risk individuals, their supervisors and institutions

As a result of identity prejudice, certain individuals are more vulnerable to conflict and violence when they are in the field. It is paramount that all fieldworkers be informed of the risks some colleagues may face, so that they can define best practice together: here we recommend strategies to minimize risk for all individuals conducting fieldwork.

Amelia-Juliette Claire Demery and Monique Avery Pipkin

veryone deserves to conduct fieldwork as safely as possible; yet not all fieldworkers face the same risks going into the field. At-risk individuals include minority identities of the following: race/ethnicity, sexual orientation, disability, gender identity and/or religion. When individuals from these backgrounds enter unfamiliar communities in the course of fieldwork, they may be placed in an uncomfortable and potentially unsafe 'othered' position, and prejudice may manifest against them1 Both immediately and over the long term, prejudice-driven conflict can threaten a researcher's physical health and safety, up to and including their life. Additionally, such situations impact mental health, productivity and professional development.

Below we define risk, use examples to illustrate how at-risk identities have and continue to encounter conflict during fieldwork, and describe the need and responsibility of researchers and their









Activity: Working in public spaces

Choose

 Choose one of your field sites, trips, or activities

Identify

Identify a personal safety concern

Plan

Outline a safety plan your group can use

To do

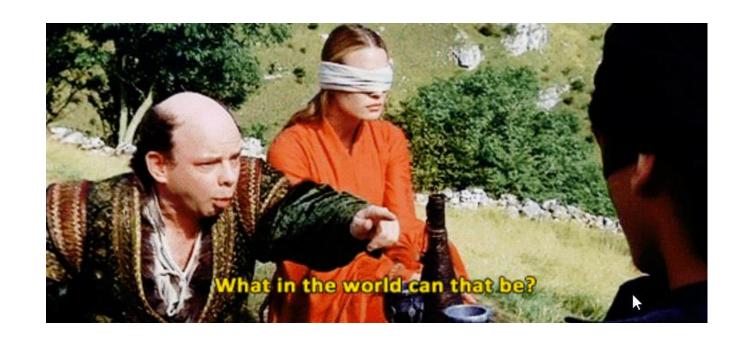
Add this to your to-do list

Bystander Intervention

- Why intervene?
 - Likely to improve the situation
 - Reduces trauma
 - Responsibility
- What to ask before you decide to intervene?
 - Safety
 - Consequences
 - Personal agency
- Barriers to intervention?

Bystander Intervention

- Direct
- Distract
- Delegate
- Document
- Delay





Boundaries

- Types of boundaries and examples
 - Physical space, bodily autonomy
 - Verbal boundaries
 - Acceptable/unacceptable behaviors
 - Social injustice, bias, discrimination
 - · Domains of life
- Benefits of clear boundaries
 - Setting expectations
- Risks of not maintaining boundaries
 - Consider: Why do people push our boundaries?
 - What comes next?
 - Burnout

Boundaries

- Why do we sometimes find it difficult to set (and maintain) boundaries?
 - We want to help people
 - Taught to be "nice"
 - Cultural factors
 - Don't want to offend or damage a relationship
 - Past experiences
 - Power dynamics
 - Hard work to enforce
- The leader's role: Setting a good example

Strategies for setting and maintaining boundaries

- Recognize a challenge
- Prepared phrases
 - Practice them
 - Agreements within your group
 - "I" statements, "it" statements, "you" statements (Kim Scott & Trier Bryant, Just Work & Radical Equality)
- Cite a personal policy
- Don't overexplain (it's not a negotiation)
- Broken record strategy
- Buy more time to answer

Activity: Boundaries

Choose a space in which you are a leader

Reflect: Are there opportunities for you to set an example for your group?

Plan: Decide on an action to take after this conference

To do: Put this on your task list today

Further thoughts?

Resources and Further Reading

Training opportunities:

- iHollaback/Right To Be
- Defend Yourself
- Your campus Title IX office or CARE program
- Building a Better Fieldwork Future

Further reading:

- <u>Safe fieldwork strategies for at-risk individuals, their supervisors and institutions</u> (Demery & Pipkin 2021)
- Just Work (organization). Trier Bryant and Kim Scott
- Just Work: Get Sh*t Done, Fast and Fair (book). Kim Scott
- The Gift of Fear: Survival Signals That Protect Us From Violence (book). Gavin DeBecker