



February 24, 2020

Dear Community Partners,

On behalf of Industry Training Authority, I'm pleased to invite you to attend our upcoming Be More Than a Bystander workshop. Be More Than a Bystander is a groundbreaking initiative developed by Ending Violence Association of BC (EVA BC) and the BC Lions Football Club to increase awareness and understanding about the impact of all forms of violence against women and girls. The BC Centre for Women in the Trades (BCCWITT) partnered with EVA BC to adapt the program to break the silence on bullying, harassment, and gender-based violence in the skilled trades sector. There is more information about the program on page 2.

As supporters of apprentices and tradespeople across the province, we have a responsibility to be part of the cultural change to create inclusive, welcoming workplaces. ITA is taking a leadership role, and I hope that as individuals and valuable community partners, you'll join us.

Taking part in Be More Than a Bystander has changed my worldview both professionally and personally. It's a journey that's given me the ability to face the feelings I've carried from not taking an active role against inappropriate behaviour in the past and empowered me to have the tools to prevent others from going through that behaviour.

You are leaders in the skilled trades and can bring the values of this workshop to life. It's also a great opportunity to grow, embrace what's acceptable, and support a positive change in workplace culture for your own organizations and those you support in the community. Our staff have been trained and can support you through the process of cultural change.

I like to think of our collective championship of Be More Than a Bystander as adopting the ethos of 'think globally, act locally' in making real change around power imbalance and violence against women in the system.

I hope you can join our workshop. Kindly contact Sneha Satheendran [ssatheendran@itabc.ca](mailto:ssatheendran@itabc.ca) for registration.

If you have any questions, please reach out. Thank you for your time.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Rod Bianchini'.

Rod Bianchini  
Chief Operating Officer

# BE MORE THAN A BYSTANDER

**BREAK the SILENCE**  
on **GENDER-BASED HARASSMENT,**  
**BULLYING, and VIOLENCE**

**Be More Than a Bystander** is a renowned initiative between the Ending Violence Association of BC (EVA BC) and the BC Lions aimed at substantially increasing awareness and understanding about the impact of all forms of violence against women and girls.

The BC Centre for Women in the Trades (BCCWITT) partnered with EVA BC to adapt this program to break the silence on bullying and harassment in the skilled trades sector.

To ensure that male leaders and influencers in the skilled trades industry are confident and ready to take on this important work as spokesmen, a three-day intensive training program has been developed.

This program will build skills, competencies, abilities and analysis to prepare spokesmen for their roles as leaders for the industry in this program. After the intensive training, the spokesmen will be equipped to lead sessions in workplaces, unions and other industry organizations.

The BCCWITT-adapted Bystander curriculum will cover the following:

## Gender-Based Bullying, Harassment, and Violence 101

- Overview of bullying, harassment and violence against women;
- Understand the incidence of sexual harassment, sexual assault and domestic violence in Canada;
- Understand the basics of the psychological impacts of gender-based bullying, harassment and other forms of violence to build empathy;
- Understand why women rarely come forward; and
- Understand the various impacts on communities such as Indigenous women, immigrant and refugee women, women who live with disabilities and other vulnerable women.

## Understanding the Response System

- Learn basic knowledge related to what anti-violence programs do:
  - Crisis response
  - Empowering approaches
  - Assisting with reporting
  - Supporting women to get medical attention
  - Making effective referrals and other advocacy
- Learn basic skills to respond appropriately to a disclosure themselves in the immediate, such as during or after a presentation. Participants will learn what to do, what to say and where to refer.
- Understand the laws surrounding domestic violence and sexual assault, including sexual consent.

## The Bystander Model

Participants will gain an in-depth understanding of the Bystander intervention model, including:

- Why these are men's issues
- What role socialized masculinity plays towards violence in society
- What is sexism and misogyny
- The pressure to be tough and not empathetic
- Media literacy and understanding the role of media in establishing and maintaining social norms
- The power of men stepping in and speaking up
- The role of bystander intervention as a men's leadership issue
- Know what options there are to speak up/interrupt bullying, harassment and other forms of violence with people at the worksite, training facilities and even with friends or family.

