The Campus Mixtape
BLACK WOMEN’S BLUEPRINT (BWB) HAS ORGANIZED FOR RACIAL AND GENDER JUSTICE, WORKING INTERGENERATIONALLY WITHIN BLACK COMMUNITIES TO PROTECT CIVIL AND HUMAN RIGHTS; TO BUILD POLITICAL CAPACITY AND TO FACILITATE CULTURAL PRODUCTION/PRESERVATION AND CREATIVE EXPRESSION WITHIN OUR COMMUNITIES. OUT OF OUR HEADQUARTERS IN BROOKLYN, NEW YORK, BWB ALSO PROVIDES COMPREHENSIVE INDIVIDUAL COUNSELING SERVICES AND HEALING CIRCLES, GROUNDED IN LIBERATORY FRAMEWORKS AND INDIGENOUS PRACTICES, TO SURVIVORS OF STATE AND INTERPERSONAL VIOLENCE.

OUR FLAGSHIP INITIATIVE, THE BLACK WOMEN'S TRUTH AND RECONCILIATION COMMISSION (BWTRC) ON RAPE AND SEXUAL ASSAULT (2010 TO 2016), WAS THE FIRST OF ITS KIND TO IGNITE CIVIL SOCIETY IN EXAMINING THE HISTORY, CONTEXT, CAUSES, AND CONSEQUENCES OF SEXUAL VIOLENCE ON BLACK WOMEN, GIRLS, AND GENDER-FLUID PEOPLE. OVER THE LAST NINE YEARS, BWB HAS ESTABLISHED A MEANINGFUL TRACK RECORD OF WORKING IN COALITION TO PUSH LOCAL FEDERAL AND INTERNATIONAL POLICY AGENDAS THAT SEEK TO ERADICATE THE SOCIAL CONDITIONS THAT CONTRIBUTE TO SEXUAL VIOLENCE IN UNDER-RESOURCED COMMUNITIES WHILE ALSO SHIFTING THE HEARTS, MINDS, AND BEHAVIORS OF IMPACTED POPULATIONS.

BLACK WOMEN’S BLUEPRINT ENVISIONS A WORLD WHERE WOMEN AND GIRLS OF AFRICAN DESCENT ARE FULLY EMPOWERED AND WHERE GENDER, RACE AND OTHER DISPARITIES ARE ERASED.

WE WORK TO PLACE BLACK WOMEN AND GIRLS’ LIVES AS WELL AS THEIR PARTICULAR STRUGGLES SQUARELY WITHIN THE CONTEXT OF THE LARGER RACIAL JUSTICE CONCERNS OF BLACK COMMUNITIES AND ARE COMMITTED TO BUILDING MOVEMENTS WHERE GENDER MATTERS IN BROADER SOCIAL JUSTICE ORGANIZING SO THAT ALL MEMBERS OF OUR COMMUNITIES GAIN SOCIAL, POLITICAL AND ECONOMIC EQUITY. WE ENGAGE IN PROGRESSIVE RESEARCH, HISTORICAL DOCUMENTATION, POLICY ADVOCACY AND ORGANIZING STEEPED IN THE STRUGGLES OF BLACK WOMEN WITHIN THEIR DIVERSE COMMUNITIES AND WITHIN DOMINANT CULTURE.
BLACK WOMEN’S BLUEPRINT’S BYSTANDER INTERVENTION CURRICULUM INTENTIONALLY EMBODIES THE SPIRIT OF COMMUNITY PARTICIPATION AS WELL AS THE NEED TO USE LANGUAGE, EVEN IN THE TITLE OF THE CURRICULUM, THAT SPEAKS DIRECTLY TO THE COMMUNITIES WE ARE A PART OF AND WORKING WITH. BLACK WOMEN’S BLUEPRINT ENGAGED STUDENTS ATTENDING HISTORICALLY BLACK COLLEGES AND UNIVERSITIES (HBCU’S) FOR INPUT ON THE TITLE AND DEVELOPMENT OF A BYSTANDER INTERVENTION CURRICULUM THAT SPEAKS TO THE CULTURALLY SPECIFIC NEEDS OF AFRICAN-AMERICAN YOUNG MEN, WITH THE INTENTION OF ENCOURAGING THEM TO BECOME INTERVENTIONISTS. TENTATIVE TITLES WERE EXPLORED WITH A FOCUS GROUP DERIVED FROM FOUR HBCUS, CONSISTING OF 22 YOUNG MEN REPRESENTING 10 MALE-CENTERED ORGANIZATIONS AND PROGRAMS.

THE ULTIMATE DECISION TO GO WITH "BYSTANDER MIXTAPE: TRANSFORMING MEN FROM BYSTANDERS TO INTERVENTIONISTS" WAS RESPONSIVE TO THE FOCUS GROUPS’ CONSISTENT FEEDBACK THAT ANTI-VIOLENCE ADVOCATES NEED TO CHANGE THE LANGUAGE AROUND BYSTANDER INTERVENTION. THE DICTIONARY DEFINITION OF A "BYSTANDER" IS A PERSON WHO IS PRESENT AT AN EVENT OR INCIDENT BUT DOES NOT TAKE PART. THE IMPLICATION THAT A "BYSTANDER" IS A PASSIVE ONLOOKER WAS OF CONCERN TO MOST PEOPLE TO WHOM WE SPOKE ABOUT A CURRICULUM WHICH WOULD PUT THE ONUS ON BLACK MEN TO STEP UP AND INTERVENE. THEREFORE, WE WERE INTENTIONAL ABOUT USING THE MEDICAL AND PUBLIC HEALTH DEFINITIONS OF AN "INTERVENTIONIST" AS SOMEONE WHO WORKS THROUGH A COMBINATION OF PROGRAM ELEMENTS AND STRATEGIES DESIGNED TO PRODUCE BEHAVIOR CHANGES OR IMPROVE HEALTH STATUS AMONG INDIVIDUALS OR AN ENTIRE POPULATION. AN INTERVENTIONIST GOES BEYOND ONE-TIME ACTION TO PREVENT A SINGLE BEHAVIOR, TOWARDS SHIFTING BEHAVIORS AND ACTIVELY TAKING ACCOUNTABILITY FOR THE POPULATION (IN THIS CASE BLACK WOMEN AND GIRLS) AS A WHOLE. IN THAT VEIN, "BYSTANDER MIXTAPE: TRANSFORMING MEN FROM BYSTANDERS TO INTERVENTIONISTS," USES A MIX OF RESPONSIVE TOOLS, METHODS AND PEDAGOGIES THROUGHOUT THE CURRICULUM.

THE USE OF VISUALS AND ILLUSTRATIONS IS ALSO CRUCIAL, BASED THE INFORMATION WE GARNERED FROM CONVERSATIONS WITH YOUNG BLACK MEN IN OUR FAMILIES, FRIENDSHIP CIRCLES, AND MOVEMENTS. THROUGH OUR CONVERSATIONS WITH YOUNG MEN IN OUR COMMUNITIES, WE WERE SURPRISED TO HEAR OF THE VARIOUS WAYS YOUNG COLLEGE WOMEN ARE TARGETED, ESPECIALLY IN THE FIRST YEAR OF COLLEGE, WHEN MOST SEXUAL ASSAULTS OCCUR. WE WANTED TO BE CREATIVE AND DEVELOP IMAGES WE CAN USE IN OUR CURRICULUM TO GET YOUNG MEN (AND OTHERS) TALKING ABOUT BECOMING INTERVENTIONISTS AND MOVING BEYOND THE LANGUAGE OF BYSTANDER INTERVENTION. FOR MANY BLACK COMMUNITIES, IT IS NOT ENOUGH TO PRACTICE THE FIVE STEPS OF BYSTANDER INTERVENTION AS IT IS OFTEN A MUCH MORE NUANCED EXPERIENCE. THOUGH THE IMAGES USED IN THIS CURRICULUM FAR FROM COMPLETE THE STORY, OUR HOPE IS THAT THE SCENARIOS OPEN UP CONVERSATIONS IN WHICH COMMUNITY MEMBERS, AND MEN IN PARTICULAR, MOVE FROM BEING PASSIVE BYSTANDERS TO ACTIVE INTERVENTIONISTS.

IN SOLIDARITY, BLACK WOMEN’S BLUEPRINT
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terms in the bystander mixtape:
the oppression continuum

active participation
Telling oppressive jokes, putting down people from target groups, intentionally avoiding target group members, discriminating against target group members, verbally or physically harassing target group members.

denial or ignoring
Includes enabling oppression by denying target group members are oppressed. Does not actively oppress, but by denying that oppression exists, colludes with oppression.

recognition without action
Aware of oppressive actions by self or others and their harmful effects, but takes no action to stop this behavior. This inaction is the result of fear, lack of information, and confusion about what to do. Experiences discomfort at the contradiction between awareness and action.
terms in the bystander mixtape
the intervention and prevention continuum

recognition + action
recognition + taking action
Is aware of oppression, recognizes oppressive actions of self and others and takes action to stop it.

self education
Actively learning more about oppression and the experiences, heritage, gender, sex or identity of target group members by reading, attending workshops, seminars, cultural events, participating in discussions, joining organizations or groups that oppose oppression, attending social action and change events.

educating others
Beyond only educating self to questions and dialogue with others too. Rather than only stopping oppressive comments or behaviors, also engages people in discussion to share why they object to a comment or action.
Although this toolkit offers a snapshot of the Bystander Mixtape curriculum for college campuses, the full program is packed with demonstrations and exercises placing gender-violence, and sexual assault within the context of oppression and bystander intervention within an anti-oppression framework committed to a survivor-centric approach.

A curricular survivor centric approach involves orienting critiques, resources and services around the experiences and perspectives of survivors, as well as activating bystanders in violent cultural realities.

The full curriculum itself is intended to provide space for intense contemplation and personal healing among and between participants.

The training and education modules are designed to be reciprocal: rather than only being lecture oriented, they also rely on the active co-creation of prevention strategies from the entire group of participants.
The approach you will be presenting to participants will:

Create awareness of sexual violence, its prevalence and consequences.

Give strong messages that challenge rape myths and promote empathy for victims of sexual violence.

Help participants develop strategies for intervention:

1. Before sexual violence occurs thereby de-escalating or even eliminating risky situations;
2. That are driven by an active bystander perspective and sense of responsibility and;
3. That balance the responsibility to intervene with their own need for safety and self-care.

Impart to them skills that decrease the ambiguity in situations where the risk for sexual violence is high and empower them to effectively intervene.

Teach them intervention skills for situations in which friends, acquaintances or strangers may be involved.

This approach includes:

1. A message that is adapted for primary prevention that everyone and surrounding community has a role to play.
2. A shift away from targeting those most at risk for becoming victims or harm-doers to viewing themselves as active bystanders with strategies for intervening and stopping sexual violence.
3. An impact that extends to a broader group that will change community norms.

A SNAPSHOT OF THE MIXTAPE

GETTING STARTED: QUICK TIPS FOR FACILITATORS

DEFINING YOUR APPROACH
SNAPSHOT:
5 Culturally Specific Steps of Bystander Intervention
1. SPOT OPPRESSION

2. KNOW ITS NOT RIGHT

3. MAKE IT YOUR BUSINESS

4. USE YOUR HEAD AND COME UP WITH A PLAN

5. STEP UP AND INTERRUPT

Below, we provide you with information about sexual assault on campuses, invite you to explore a series of situations reported by survivors to have occurred on their college campuses. Apply the Action Continuum and the 5 Steps of Bystander Intervention to each scenario.
• Between 20% and 25% of women will experience a completed and/or attempted rape during their college career (USDOJ)
• More than half of raped college women tell no one of their victimization (National College Women Sexual Victimization)
• Persons with a disability had an age-adjusted rate of rape or sexual assault that was more than twice the rate for persons without a disability (USDOJ)
• Juveniles (youth ages 17 and under) account for almost 90% of male victims in every type of sex crime (USDOJ)
• 99% of people who rape are men (USDOJ)

In a workshop with campus staff, prevention advocates discussed a cycle of targeting and choosing a victim, befriending/grooming and eventual sexual assault primarily targeting young women who are freshmen on college campuses, saying: "often, the first thing that harm-doers have to do is pick a victim or target" (HBCU workshop participant, 2012).

• College freshmen and sophomore women appear to be at greater risk of being victims of sexual assault than are upperclassmen. 84% of the women who reported sexually coercive experiences experienced the incident during their first four semesters on campus (An Examination of Sexual Violence Against College Women, NCBI/NIH.GOV)
• Students living in sorority houses and on-campus dormitories are 3 times and 1.4 times (respectively) more likely to be raped than students living off-campus (Correlates of Rape While Intoxicated in a National Sample of College Women, NCBI/NIH.GOV)
1. Spot oppression

See this new girl? I’d like to smash dat, but she’s too stuck up. I’m loosen her up at the party next week.

2. Know it's not right

What do you mean loosen her up?

I’m saying I’m gonna smash dat whether she likes it or not.
3. Make it your business

- We cannot expect survivors to carry the weight of prevention alone. Our experiences in community reveals that we cannot eradicate men's violence against women, or sexual violence against gender non-conforming and LGBTQ people, if we do not engage men and boys, and their caregivers to change the narrative around violent masculinity, patriarchy and misogyny.
4. Use your head and come up with a plan.

5. Step up and interrupt
Have you ever had a conversation or overheard a conversation with friends/classmates/colleagues that was similar to this one?

Did you intervene in that situation? Why or why not? How did you intervene?

Do you think that the way this intervention played out was effective? What would you have done differently?

Was there any fear or anxiety that came up for you when thinking through this scenario & intervention strategy?
• College men who participated in aggressive sports (including football, basketball, wrestling and soccer) in high school used more sexual coercion (along with physical and psychological aggression) in their college dating relationships than men who had not. This group also scored higher on attitudinal measures thought to be associated with sexual coercion, such as sexism, acceptance of violence, hostility toward women and rape myth acceptance. (Dating Aggression, Sexual Coercion, and Aggression-Supporting Attitudes Among College Men as a Function of Participation in Aggressive High School Sports/SportsConflict.org)

• Harm-doers often use deception, grooming or coercion to facilitate various forms of violence.

• Deception includes: Slipping drugs into someone’s drink without their knowledge or consent, or pretending to invite someone over on the pretext of another activity (watching a movie, studying, working on a project) when the sole intent is to attempt to have sex with the target, too often without consent.

• Grooming can include buying the target gifts, food, and other material things to set them up to do what the harm-doer wants, to establish an emotional connection with the target to lower targets inhibitions and gains their trust.

• Coercion can include repeatedly buying or giving the target drinks and making the target so intoxicated that they are unable to consent, and/or refusing to let the target leave before they “give in” to the sexual asks of the harm-doer.
1. Spot Oppression

Hurry up man, we gotta be quick.
2. Know its not right

Holy sh*t! Did you see that?!

Yea, they put something in her drink!
3. Make it your business

Stop!! Those two guys just tried to drug you.

!!!

Sis, it's your choice. Do you want us to call the cops?

Yes! I can't believe they did that!

I'm on it! This isn't right.
4. Use your head and come up with a plan

- A survivor has the right to determine whether they want to contact the police, a friend, a campus staff or another person they feel is appropriate to assist them, to report or not to report. Your role is to educate them on their rights in any reporting situation and the various outcomes, not to influence or manipulate choices.

5. Step up and interrupt

- In several focus groups and listening circles with peer advocates and students at campuses around the country, many affirmed: "If I see someone or several persons raping somebody at a party, in a dorm or anywhere, I will either call police or ask someone else to call police if I'm not comfortable doing so." Many of those who participated in these dialogues about intervention and prevention felt it would be too dangerous to try and stop a rape by themselves or even in a pair.
Any intervention should be survivor centered. Ask survivors what THEY need to heal or to feel there has been justice. Be prepared for survivor responses that include contacting the police. Know that racism and a legacy of state violence, protecting men of color from being harmed by law-enforcement is often expressed as priority and considered more important than protecting those targeted for rape and other sexual violence. Know that no one should be targeted for sexual violence or abuse. Everyone has a right to be safe from harm inside their communities. MAKE IT YOUR BUSINESS TO SPOT AND INTERRUPT OPPRESSION ON CAMPUS OR ANYWHERE. Contact a culturally competent prevention group in your area or contact Black Women's Blueprint.
Have you ever witnessed this or a similar situation of grooming, coercion or deception?

Did you intervene? Why or why not?

How did you intervene?

Do you think that the way this intervention played out was effective?

What would you have done differently?

Was there any fear or anxiety that came up when thinking through this scenario & intervention strategy?

Where is that fear held in your body?
Sexual violence occurs when someone is forced or manipulated into unwanted sexual activity without their consent. Consent, by definition, means permission for something to happen or agreement to do something. Reasons someone might not consent include fear, age, illness, disability and/or influence of alcohol or other drugs. Those who sexually abuse can be acquaintances, family, trusted individuals or strangers (NSVRC).

90% of acquaintance rapes involve alcohol (National Collegiate Date and Acquaintance Rape Statistics).

Sexual assault has severe impact on survivors: Depression, nightmares and/or flashbacks; Difficulty concentrating, anxiety; Post-Traumatic Stress Disorder (PTSD); Eating disorders; Substance use and/or abuse, and many more (NSVRC).

About 33% of rape victims have suicidal thought. About 13% of rape victims will attempt suicide (National Violence Resource Center/NSVRC).

People who sexually assault usually violate someone they know, and they often use coercion, manipulation or “charm.” They may use force, threats or injury. An absence of physical injuries to a victim does not mean that a victim consented (NSVRC).
1. Spot Oppression

I just want to show you something really quick. I think you’ll really like it.

I saw K going off with some guy but she didn’t look happy. Do you think she is ok?

2. Know it’s not right
3. Make it your business

4. Use your head and come up with a plan
5. Step up and interrupt

Thanks. ugh. I feel sick. I just wanna go home.
Which of the three scenarios did you feel most willing to intervene in?

Which would be the hardest for you to intervene in?
Which scenario brings up the most fear?

Where is that fear held in your body?

What steps do you still need to take/knowledge or skills you still need to build to feel more comfortable intervening in that situation?
Black Women's Blueprint provides broad-based prevention, education and intervention programming based on a Black feminist framework, based on our understanding of the complex interplay between the individual, relationship, social, political, cultural, historical and structural factors that influence sexual assault and other sexual violence; and that also provide key points for intervention in Black communities.

For the full curriculum and the series of bystander mixtapes, contact: Education@blueprintny.org

Visit the Institute for Gender and Cultural Competence at Black Women's Blueprint www.BlackWomensBlueprint.org
We would like to extend a special thank you to Raliance and the Frank and Ruth E. Caruso Foundation for their instrumental role in supporting the development of the Bystander Mixtape!

Crisis Intervention
If you are currently in crisis, and in need of immediate help, please reach out using one of the numbers listed below. Assistance is available 24/7.
(646) 647-5414 or (646)647-5425

Connect
Facebook: @blackwomens.BWBNY
Twitter: @blackwomensbp
Instagram: @blackwomensblueprint