Advisory Committee on Street Harassment (ACSH) Agenda
December 4th, 2019, 2pm
One Judiciary Square, 441 4ᵗʰ St NW; Room 1112

2:10 – 2:20pm	1. Welcome from OHR Director Palacio & Councilmember Nadaeu 2. Introductions (Name, Pronouns, Organization/Community)
2:20 – 2:25pm	3. ACSH Update a. New community members! i. Esther Ford: Homelessness/Poverty ii. Noor Mir: Street Harassment iii. Potential third community member?
2:25 – 3:05pm	4. Survey Updates: a. Review of Crosstabs (all responses vs. general population vs. targeted populations) b. Review of Focus Group Report We reviewed the spreadsheet that has the breakdown of responses for all responses (n=1621), general population (n=800 : 100 per ward and a 53% cis-women and 47% cis-men breakdown), and each of the eight targeted populations (not white, household income under $55k/year, not Christian, LGBTQ, physical disability, immigrant, East of the River residents, and over 55 years old). We discussed things that stood out, like the higher rates for the disability and immigrant communities and the young age that most respondents first experienced street harassment. We briefly reviewed the 40-page report on the Focus Group data, made by Dr. David Kaib. ACSH members were given the report only 24 hours before so they are encouraged to read through the report before our next meeting and provide Maya with any parts they feel are imperative to highlight in the SHPA Report.
3:05 – 3:35pm	5. Trainings a. Review first draft of recommendations We discussed the following draft: **Recommendations for Training** *What is written in SHPA:* *"Proposes model policies and <mark>training materials to be adopted by District agencies for preventing and responding to street harassment</mark>, including model policies and <mark>training materials for public-facing employees</mark>;* ————————————

For the SHPA Report

Type of Training

Bystander Intervention Training

Bystander Intervention Training equips trainees with the skills to intervene when they witness harassment and to help the victim of harassment. For the strongest efficacy, we recommend the trainings be in-person and between 1 - 3 hours long.

> **Crucial Curriculum Elements**
> - Definition of street harassment, as outlined in SHPA
> - Stories and statistics from our own data collection (to build empathy)
>   - Statistics to include frequency and impacts of street harassment
> - Discussion on the role of power imbalances, systematic oppression, and the reason we focus on behaviors and not people
> - 5 Ds of bystander intervention: direct, distract, delegate, delay, document
> - Role-playing of intervening using some of the 5Ds to develop intervention skills
> - Local resources available to victims and ways to report street harassment

How to Deliver Trainings & Who to Train

We recommend experts in the field provide the train-the-trainer trainings to government employees and conduct 16 public workshops (two per ward). HOW WILL IT BE DECIDED WHO WILL GO THROUGH TRAIN THE TRAINER? The attendees will be designated by their agency's Director but must be MSS employees with prior experience leading trainings. Managers from an Equity and Inclusion or Human Resources department are preferred. The government employees who have been trained will be responsible for training _____ in their agency/building. All government employees who are considered public-facing by their agency must complete the bystander intervention training; employees who are not considered public-facing will not be required but are encouraged to complete the bystander intervention training.

Justification
From our 2019 Survey on Street Harassment in DC:
When asked the question "When you have experienced an instance of street harassment, what would you want to happen?", 50% of respondents who have

	experienced street harassment in the last six months said they would like for "someone to intervene or help if they witness me being harassed". The desire for bystander intervention was the **most common** response.. *From our 2019 Focus Group Report:* "....many participants who did not have bystander intervention experiences emphasized how positive it would be to have someone intervene on their behalf, or how hurtful it was when people failed to intervene. This was not only because the intervention did not happen but also because it made them feel hurt to have people not step in to help them….Good interventions came in broadly two forms, which were not necessarily mutually exclusive. First, in some cases they ended a harassment interaction, or provided some level of protection. This tended to be more likely an intervention by an authority figure, like a business owner, bus driver, or service staff, telling someone to stop or even ordering them to leave. It could be as simple as telling a young woman that she can move away from someone being inappropriate to her on a bus. The other form is essentially emotional support, either during a harassment interaction or after. This could include telling the harasser that their actions were not appropriate, or acting to the support the person who had been harassed directly."
3:35 – 4:05pm	6. Reporting a. Review first draft of recommendations We discussed the following draft: **Recommendations for Reporting** *From the Street Harassment Prevention Act of 2018:* *"Discusses the need, if any, for a process by which victims and witnesses of street harassment can report instances of street harassment to District agencies;"* **Our Recommendation** We believe there is a need for victims and witnesses of street harassment to have the ability to report incidents to the District. While victims may report to the Metropolitan Police Department (MPD) if the harassment constitutes a crime, additional non-law enforcement options should be developed and implemented. To increase accessibility, we recommend multiple ways to report; for example, victims and witnesses can report through an online form, by calling a number and leaving a voicemail, by sending a text, or by mailing the report through the

postal service. Additionally, the reporting forms should be available in the six non-English languages outlined in the Language Access Act

How

We recommend this reporting mechanism to be achieved through a government-nonprofit partnership. The nonprofit will be responsible for receiving the reports, responding to the reports, and securely maintaining the data collected. The government will be responsible for marketing the reporting mechanism, collaborating on crafting the responses, funding the nonprofit, and publishing aggregate data on an annual basis.

Responses

The responses to the reports should be automatic, trauma-informed, and filled with options. The response should inform the person reporting what will be done with the data, guarantee the confidentiality of the information provided, and provide options of what to do next. All reports shall receive an automatic response thanking the person for reporting, validating their experience, providing local resources for victims, and delineating the differences between this report and reporting crimes to the police. Before someone decides to report, it should be clear where the report will go and that the information provided will be confidential.

Why

Reporting is an opportunity for street harassment victims' voices to be heard and for witnesses to express that street harassment is not okay - reporting and receiving a trauma-informed response is one way to provide validation to DC residents who experience street harassment.

From our 2019 Survey on Street Harassment in DC:
33% of the respondents who have experienced street harassment in the last six months said they would like "a way to easily report it to the government for data collection – no enforcement", which was the second most common response to the question "When you have experienced an instance of street harassment, what would you want to happen?"

From our 2019 Focus Group Report:
"When the question of alternatives to police as a solution was raised, some clearly had not considered that as a possibility. There was often confusion over what it would mean to have reporting that did not go to the police...There was also considerable enthusiasm for such a reporting mechanism....Some participants expressed that it would be positive to be heard thought such reporting. To tell their story would help reduce the impact of harassment."

Additionally, this reporting mechanism will fill a gap that currently exists with reporting non-crimes to MPD. Currently, when someone reports harassment to

	MPD, it is up to the officer's discretion whether it constitutes a crime and it is up to the officer's discretion if they make a report for a non-crime. This reporting mechanism gives the power back to the victim and ensures they can tell their story. **Privacy** The confidentiality of the reports is of utmost importance. We do not want victims to be deterred from reporting because they have to share identifying information about themselves; therefore we recommend the reporting mechanism limit the questions collecting demographic information. Additionally, the reporting software or mechanism must securely maintain the records with strong firewalls to prevent infiltration. **Data Use** The nonprofit collecting the data shall report aggregate data to OHR quarterly and upon request. OHR will publish the data on an annual basis. It must be noted that this is different data collection from surveying of street harassment; this data is self-reported and therefore cannot be attributed to represent the larger population. *Future Potential Uses of Data:* Eventually, if multiple reports are received of street harassment happening in the same location (ie: X bar or Y neighborhood), we may recommend bystander intervention training for staff at X bar and/or a restorative justice type of event for Y ANC (open to the affected communities). **Funding** The funding would need to cover the costs of a secure software to be used for reporting, advertising the reporting option to the public, and the employment costs of someone responsible for responding and maintaining the reports at the nonprofit. Depending on staffing and capacity at OHR, funding may be needed to support OHR staff receiving the quarterly data and writing the annual report.
4:05 – 4:15pm	7. Report to Mayor & Council: Status Update 8. Next Steps & Next Meeting: a. Wednesday, January 15th, 2pm