Monday December 9th, 2019
The Post

Led by Stacey from Good Night Out Vancouver

1) Acknowledgement of land and the colonial impact on the topics of the day
2) Introductions
3) Good Night Out Vancouver
    1) Awareness about sexual harassment and assault in the nightlife/live music/arts industries
    2) Creation of space for conversations about safe spaces
4) Tools to recognize + address behaviours linked to sexual harassment and assault
    - See the big picture
    - Support people who come to you with complaints
    - Shift from "rape culture" to "consent culture"
5) Poll via "Mentimeter"
6) Stats
    - Know that assault is underreported
    - All workplaces have to have a harassment policy
    - In person training on the policy is required, including contract workers, volunteers, performers
    - 1-2 pg document with the most important info should be offered
    - Racism, homophobia, etc tend to target people who are more marginalized
    - 87% of assaults occur by people who know each other
    - 1 in 10 assaults are reported
    - 553,000 reported sexual assaults in Canada/year
        -only violent crime stat that is not going down, could mean accessible reporting is getting better. 8% occur at work.
    -Only 1 in 3 people could give an accurate description of consent
7) Terminology
    - Harassment: can be anything that makes someone feel uncomfortable - generally either physical of verbal sexual behaviour without their consent
        -To violate criminal code: has to happen more than once, person has to know they were making you uncomfortable, an emotional disturbance isn't enough - how an individual uses public space must be violated
        -workers do have the right to a harassment free workplace, federal and provincial human rights legislation protects people interacting with institutions (banks, schools, stores, housing…)
8) Power Dynamics
    - precarity (salary vs contract employees)
    - fear of reprisal
    - micro-aggressions
    - working one-on-one with someone you have not met before
    - differing policies between companies/unions
    - established infrastructure
    - the idea of it being "part of the art" - vulnerability, a persons body being a factor in their being hired
    - loud, dark environments
    - intimacy training
    - cultural and social differences
    - reactive rather than proactive (you're the problem for bringing it up)
9) Intersection of Harassment
    - Power based violence

- Can manifest as ableism, classism, homophobia, xenophobia, racism, transphobia, etc.
- What is the difference between flirting and harassment
    - mutual, two-way exchange
    - compliments: ask if you can, can be said to a person of any gender, that can be said to a person of any age, is not about physical appearance

10) Sexual Assault
- Non-consensual contact, or attempt at contact fo a sexual nature
    - consent is needed 100% of the time
- Talking about peoples bodies within the context of the work or of the play
    - what is the power dynamic? what is the intention?
        - peer review of these decisions reduces that ability for people to proceed with predatory intent

11) Safer Space
- Culture and policy
    - policy is easy, creating culture that lives the policy is harder
    - understanding consent, resisting rape culture: speak up, stand up, do the work together
- How to explain consent:
    Ethical Consent: ongoing, freely given, specific, informed and enthusiastic
    Legal Consent: force can't be used, one person can't be incapacitated (this doesn't mean both people must be sober), can't consent for anyone else
        - Was the person with less power in the situation given the opportunity to take some of that power back?
- Prioritize consent in your day to day interactions

12) Tactics to Respond to Harassment
- How have we responded in the past?
    - questioning or asking people to rephrase
    - asking people to explain why something is funny or why they thought is was okay
    - volunteering yourself as a safe space
    - checking in with people afterward
    - supporting the person in taking ownership
- Bystander effect
    - thinking someone else will deal with it
    - thinking someone is deserving of what is happening to them (who we decide is worth helping)
    - fear
- **Detect** (asking, body language of everyone involved, just swooping in can be dangerous for everyone, self assess - are you the best person to intervene, approach as a pair if possible, get consent whenever possible - eye contact, ask people how they would like to be supported)
- **Direct** (soft or firm, stating what the person is doing and what you would like to have happen, can give people the benefit - the chance to self-correct)
- **Delegate** (go to someone who can speak up)
- **Distract** (breaks up the power dynamic in the moment, remove a person from the scenario, asking questions, good to follow up after this)
- **Delay** (check in after if it didn't happen in the moment, acknowledge that it happened)
- **Dialogue** (time to talk about conduct at meetings, can be general or specific, tracking system of type of occurrences so that you can best address them - can be as simple as a google doc)

- Worksafe BC has an anonymous hotline if the issue has become so systemic that there is no one to talk to within the organization. Can also use associated organizations (equity, ADC, IATSE, etc.)
- Using power to set up the culture at work (name a few things that are important to you at the top of the day, what people need out of the day: "promoting consent culture to me is…", "what do you need to feel safe in this process" - prioritizing safety and consent to give power back to the person with less power)
- How to address the vibe of a room, not waiting for something to happen (documented incident), talking to other people so that there is a check-in system, how to commodify an issue - informal ways to deal with the feeling (managers checking in, greater oversight, claiming witnesses). Covert, negative atmosphere or feelings are difficult to deal with)
- Generational, cultural: trivialization of harassment as acceptable and normal

13) Rape Culture
  - myths of sexual assaults
    - justification of sexual aggression - lack of policy, ideas of gender roles, acceptance of interpersonal violence, misunderstanding nature of sexual assault, victim blaming, that people are deserving of the harm that befell them.
  - more likely to occur in contexts of gender inequality
  - acceptance means people are less likely to notice their own behaviour and that behaviour in others

14) Creating a Safe Environment
  - seek out and know union rep, use the union as a resource, know the unions policies, you can file grievances through them, can access training through the union
  - creating a person within your team who is a point of contact to know all the policies of different venues and producing companies
  - priming the conversation for safety to be at the forefront
    - creating new norms
    - welcome email that addresses who will be in the room, pronouns, who to contact, harassment policy, etc. could be a questionnaire sent to the producer and then the responses sent to the creative team