



DANDELION INITIATIVE

Supplementary Learning Guide for Training Participants 2022-23

Thank you for participating in our learning and unlearning around gender-based violence and gender equity. We encourage you to visit our online free learning portal at www.dandelioninitiative.ca where you can further explore the learning and tools you were introduced to during your education and training session. By continuing to foster your learning through the portal and community teachings you will be able to meet some if not all the learning objectives over time.

Section 1: GBV 101 Learning Objectives

Once you complete the learning and exploration activities throughout this section, you will find that you can:

- Explain what survivor centric values are
- Explain the difference between being triggered and being uncomfortable
- Identify at least 1 or 2 norms that help you feel safer in spaces
- Define what sexual violence/gender-based violence is
- Explain how the pandemic amplifies gender-based violence
- Define Femicide
- Define misogyny and misogynoir
- Understand what intersectionality means and can explore ways to adapt this to your life and practice
- Understand what gender-based violence looks like and sounds like

- Found ONE or more ways to prevent or respond to sexual/gender-based violence in your personal life, family, workplace or with peers
 - Understand the law of consent and the definitions for what sexual violence or harassment looks and sounds like
 - Challenged your implicit or unconscious bias towards women and feminized people •
- Define what rape culture is and what it can look like in our daily life, culture, media or institutions
- Debunk rape myths
 - Recognize the signs of abuse or gender-based violence

Activities For GBV 101

- Find the True or False flashcards in the GBV 101 section and explore these stats -
[Try out activity this activity](#) found on the GBV 101 page
- Learn how to prevent GBV as a cis-gendered man with this [activity and new learning opportunity](#)
- [Click and download the pyramid of rape culture here and explore the hyperlinks](#) -
[Debunking rape myths activity](#)
- Online Safety What Can you do as an employer found in Module 8 of the GBV 101 portal
- Explore Module 9 in GBV 101- Recognizing Violence or Abuse Providing Support or Seeking Support and visit some of the resources that help you identify what GBV can look like
- GBV Activity 4: [Survivor Centric Best Practices](#)

Section 2: Workplace GBV Learning Objectives

- Define Domestic or Family Violence
- Recognize the warning signs that an employee may be at risk to experience domestic or workplace violence
- Provide different options to offer a victim/survivor support in safer ways • Identify and explain the most dangerous time for a survivor of domestic violence happens when ____
- Understand that online workplace harassment is increasing
- Define survivor centric practices
- Apply the 6 pillars for survivor centric systems and practices/responses • Explain the difference between a survivor centric response and one that is NOT survivor centric
- Define and apply informed consent practices
- Define sexual harassment and sexual assault
- Explain what a “toxic” work environment means
- Identify and label your bias or privilege and apply this to breaking down power dynamics between yourself and complainants
- Understand why survivors do not want to report or disclose often
- Know the difference between reporting and disclosing
- Provide a survivor centred reporting or disclosing process and have ways to reflect and evaluate your processes

4

Activities for Workplace GBV

- Fill in the gap by finding this section within the Workplace GBV section. Without

education and tools, we can often _____ (hint, there are 4 different outcomes here)

- Staff and Community Online Safety Scan - [Workplace GBV: Activity 1](#) - True or False:

Domestic Violence is not just a family or private issue; it is a workplace occupational hazard that you can prevent and respond to. Can you find this quote in the Workplace GBV portal?

- Find this image in the Workplace GBV portal section and describe what is happening and why?



- Find this section and click on the definitions to reveal the answers Examples in Law: A breakdown and clear examples from the Ontario Human Right Commission Policy -

What is an AHL and name 1 to 7 things they do in the workplace?

- [Best Practices for Receiving Disclosures from Survivors. Workplace GBV: Activity 2](#)

- [Anti-Harassment Lead \(AHL\) Scenario and Reflection Sheet. Workplace GBV:](#)

[Activity 3 for AHL's or Supervisors](#)

Section 3: Activities for Safer Spaces - Arts Spaces and Hospitality

- Environmental Scan Activity- Safer Spaces Activity 1

- What is a creative way you can add consent culture into your physical or online space? -

Fill in the blank please: Drug Facilitated Sexual Assault can occur in two ways

_____ or _____. What does this mean?

- What is the recovery position and when do you use it?

- Name 1-2 ways you can prevent DFSA from the 8 options listed on the portal - Write your own code of conduct and explore if any of your boundaries, needs, or values have changed since the training

- Can you use your code of conduct to make sure security and third parties know what your norms or values are in the space?

- For Safer Artistic Spaces: Artist Safety Rider Activity

Empowered Bystander Intervention Objectives

- Define what an empowered/Active bystander can do
- Explain what diffusion of responsibility is and why it happens
- Explain the benefits of the empowered bystander approach
- Identify your strengths and boundaries around intervention
- Identify Gender-based violence or harassment and know when to intervene safely •

Name at least one or two examples that you have seen in videos or websites on empowered bystander intervention in GBV

- Explain what consent is

- What reinforces rape culture?
- Talk to your family and friends about gender equity and safety
- Identify how you consume media that may or may not perpetuate rape myths or sexism •

Redefine masculinity and challenge gender norms

- Talk about privilege and power
- Use at least one intervention tool and journal or talk to someone about what that experience was like for you and what you learned from it

Empowered Bystander Intervention Activities

- Watch one of the three videos shared on this section of the portal about what the bystander effect is or what its impact is
- What does gender-based violence look like? What does sexual harassment sound like? What does rape culture do?
- EBI Reflection Activity
- [EBI Activity 1: Making the Connections, this is a very helpful activity please spend some time exploring this](#)
- What is consent and what does it mean? ***Hint: F.R.I.E.S***
- What is the 'Adrift' game and why is it a good educational tool?
- [EBI Activity 2: How do I talk to my friends or family about consent and sexual violence?](#)
VERY IMPORTANT: this is an offering, not advice: there are situations that make it very unsafe for survivors or people to talk to their families, partners or loved ones about consent or violence. We do not encourage survivors or victims to do this. We encourage you to seek support.

- Define consent culture without looking for the definition on the portal, then compare your answer to Kitty Stryker's definition. Is it the same, different or similar?
- This is one of the most important activities and learning from the entire portal please engage with this mindfully and don't rush through it. [EBI Activity 3: Privilege, Power, and Gender-Equity Reflection](#)
- Find the 4 D's and name a few skills for each that you feel comfortable using

Well done! And thank you for your commitment to this learning and to safer and more equitable ways of working together and being in community with one another.

You have the power to recognize, prevent and respond to gender-based violence.

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This workbook is a supplementary to our Safer Artistic and Safer Spaces Training Programs 2022. Please do not replicate this tool or use any information without proper citations or crediting. We appreciate your integrity.

If you have any questions, please email saferspaces@dandelioninitiative.ca
