
TRAIN-THE-TRAINER OPPORTUNITY FOR ILWU CANADA MEMBERS

ILWU-BCMEA WORKPLACE VIOLENCE AND HARASSMENT PREVENTION PROGRAM INDUSTRY TRAINER



BE MORE THAN A BYSTANDER SPOKESPERSON

ILWU Canada and the BCMEA are in the process of jointly developing a Workplace Violence and Harassment Prevention training program in order to comply with changes to the Canada Labour Code introduced by Bill C-65. This training will be delivered to all longshore workers in the province of British Columbia. It will be delivered in the format of a one-day course, and will cover a range of topics including:

- Respectful Workplace
- Human Rights
- Domestic Violence and the Workplace
- Anti-Racism
- Vulnerable Workers
 - Indigenous Workers
 - LGBTQ2+
 - Workers with Disabilities
 - Women Workers
- Bystander Intervention
- Federal Regulations – Workplace Harassment and Violence Prevention Regulations

Successful applicants will be expected to attend the following training in preparation for their role:

- A 3-day intensive *Be More than a Bystander* training
- A 3 to 4-day customized Train-the-Trainer course delivered by Vancouver Community College
- A 2-day Mental Health First Aid Course
- Other courses such as queer competency, and indigenous cultural competency

Thus, successful applicants will be expected to commit to an intensive training regime in preparation. Likewise, the training for the Workplace Violence and Harassment Prevention Program is anticipated to continue for a 1-2 year period, and it will be repeated on a three-year basis.

The ILWU Workplace Violence and Harassment Prevention program is centered on inviting our brothers, sisters and friends to join together in a concerted effort to change the culture of the Waterfront. The training should impart a positive message to participants rather than create fear and unease around the topic. Thus, ILWU Canada has partnered with the Ending Violence Association BC to develop a curriculum focused on bystander intervention and the prevention of violence.

ILWU Canada is partnering with the Ending Violence Association of BC (EVA BC) in a groundbreaking initiative to “Break the Silence” on violence against women. The **“Be More Than a Bystander”** campaign is the result of a partnership between the Ending Violence Association of

BC and the BC Lions Football Club that has trained over 195,000 people in British Columbia since 2011 on how to speak up and break the silence on violence against women.

The campaign has also made two new films and numerous videos on the subject, won many awards, has reached hundreds of millions of impressions on social and mainstream media and has been profiled by the United Nations at the 57th Commission on the Status of Women in New York City.

Working together, EVA BC and the BC Lions have developed and delivered a number of three-day intensive train the trainer courses and developed sector specific tailored programs that raise awareness and change attitudes. Some of the other groups they have trained and supported the implementation of the Bystander program include the Winnipeg Blue Bombers, Saskatchewan Amateur Football, British Columbia Institute of Technology, Simon Fraser University, United Steel Workers, and others.

In order to ensure ILWU leaders and the entire organization are confident and ready to take on this important work, intensive training will be developed and delivered to build skills, competencies, abilities and analysis to prepare spokespersons for their roles as leaders for the organization in this program.

After the intensive training, the successful applicants will be equipped to lead sessions in ILWU locals and workplaces.

The curriculum will cover the following:

Overview of Violence Against Women

- Understand the incidence of sexual assault, domestic violence and sexual harassment in Canada
- Understand the historic role of women's leadership in this area
- Understand the partnerships this program is built upon
- Understand the basics of the psychological impacts of gender-based violence to build empathy
- Understand why women rarely come forward
- Understand the various impacts on communities such as Indigenous women, immigrant and refugee women, women who live with disabilities and others

Understanding the Response System

- Have 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
- Have basic skills to respond appropriately to a disclosure themselves in the immediate, such as during or after a presentation. They will know what to do, what to say and where to refer

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- Understand the laws surrounding domestic violence and sexual assault, including sexual consent

The Bystander Model

- Have 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 abuse and violence; with people they know and with strangers

Through the ILWU-EVA BC partnership approximately 24 individuals from the longshore locals will be selected to participate in the *Be More than a Bystander* spokesperson training. The training will take place over a 3-day period in the Fall. These selected individuals will be also be employed as BCMEA-ILWU industry trainers to deliver the Workplace Violence and Harassment Prevention training. Once trained, these spokespersons can be used to deliver the *Be More than a Bystander* to other non-longshore ILWU locals or other groups within the ILWU.

The *Be More than a Bystander* training session will be held at the Maritime Labour Center, date to be determined. All costs will be covered by the Longshore Executive Contract Board (ILWU Canada).

The in-person training course will include participation from the BC Lions, who will be working in conjunction with an experienced EVA BC trainer.

For further information contact Angela Talic or Jessica Isbister, project Coordinators for ILWU Canada at vh.coordinator@ilwu.ca.

Application deadline is September 15, 2020

ENDING VIOLENCE
Association of BC

