



## Community-Level and Community-Driven Sexual Violence Prevention in Alcohol- Serving Establishments During the COVID-19 Pandemic

Friday, May 21, 2021

11 AM-12:30 PM PT | 2 PM-3:30 PM ET

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CH: Is it possible to get a training certificate for CEUs for today?

TV: Yes, a link to a certificate will be available at the end of the survey you'll receive a link to after the web conference is over. Check your inbox from PreventConnect later this afternoon!

AKJ: You can download the PowerPoint slides for this session here:

<http://www.preventconnect.org/wp-content/uploads/2021/05/May-SVP-in-Alcohol-Serving-Establishments-2.pdf>

TV: Cheers to Creating Protective Environments: Sexual and intimate partner violence prevention in bars and alcohol-serving establishments

<http://www.preventconnect.org/2019/09/cheers-to-creating-protective-environments-sexual-and-intimate-partner-violence-prevention-in-bars-and-alcohol-serving-establishments/>

TV: North Carolina Prevention Work in Bars and Breweries:

<http://www.preventconnect.org/2018/10/podcast-series-partnering-with-bars-to-prevent-sexual-violence-across-north-carolina/>

TV: Ignite Talk: Raising the Bar: Setting a high standard for North Carolina Bar None

<http://www.preventconnect.org/2018/10/ignite-talk-raising-the-bar-setting-a-high-standard-for-north-carolina-bar-none/>

AKJ: Tipped service workers are more vulnerable amid pandemic harassment spike

<https://www.npr.org/sections/coronavirus-live-updates/2020/12/06/943559848/tipped-service-workers-are-more-vulnerable-amid-pandemic-harassment-spike-study>

AKJ: Situational Prevention web conference recording:  
<http://www.preventconnect.org/2020/02/preventing-sexual-assault-on-campus-through-situational-prevention/>

TV: Arizona Safer Bars Alliance: <https://www.azdhs.gov/prevention/womens-childrens-health/womens-health/az-safer-bars-alliance/index.php>

Make Your Move Missoula Bar Bystander Intervention:  
<http://www.makeyourmovemissoula.org/bar-overview>

PreventConnect podcast series: Partnering with bars to prevent sexual violence across North Carolina: <http://www.preventconnect.org/2018/10/podcast-series-partnering-with-bars-to-prevent-sexual-violence-across-north-carolina/>

AKJ: How are you currently partnering with bars, restaurants, and other alcohol-serving establishments to prevent violence?

SM: offering sexual harassment prevention trainings.

GB: I am currently working to conduct a training for the local bars and restaurants in order to "certify" them as a safe bar, as well as encouraging patrons to give their business to these safe bars once the training is completed!

DB: We are just starting to put program together. I have been talking with Make Your Move Missoula and am modeling our program after theirs.

CF: I am fairly new to this organization and we are NOT working with establishments as of right now. I definitely plan on changing that.

TM: Not at all yet...looking for ideas.

SM: We are currently in the process of developing a bystander intervention program the bars surrounding our campus community. Still working on building those connections!

AF: We currently are not, but have plans to begin this summer.

KP: Only partnering with one bar/restaurant/venue, but we've held Zoom trainings on Bystander intervention.

LA: Rebuilding partnerships we've worked in the past, offering up re-training opportunities, and working to get out volunteers to go out into the community to speak to new establishments.

AM: Developing relationships, policy work, environmental scans!

KR: in our Community Green Dot plan we are sharing bystander training.

KT: in early planning stages of developing IPV prevention training with establishments that serve alcohol in our community. Have gained some buy ins from local government, owners, and next step is a focus group with owners and servers.

MS: Inviting them to Green Dot Bystander Trainings and Overview Talks.

KM: I don't really think we are. I would like to though.

RW: Trainings and consistent messaging.

JDW: I am part of a coalition that is working with the City and Mayor's office to create a training program that includes training for assault, violent assault, overuse of alcohol, overserving, and a few other safety programs. There will be 5 organizations involved, including the Rape Crisis center.

KW: We recently created artwork for coasters that gave safety tips on safe drinking. We passed these out to local restaurants, bars and even liquor stores.

LA: Barrier Free Living, we are not currently working with local businesses. But it's something I can bring to management's attention.

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GS: I'm working primarily with the personnel in my organization. I hope that higher level HQ reps are reaching out to the local community.

TC: We've started a program called "Barcode," but I'm not sure what stage it's in now since COVID hit. Hopefully our agency will get it up and running again soon.

AN: I love the coaster idea.

DH: The Rape Crisis Center offers training to establishments titled Party Smart and Stay Safe training in collaboration with our police department: [www.rcclv.org](http://www.rcclv.org)

JDW: Out of the 125+ establishments, we've had 55 who have already signed a pledge to make the atmosphere's better and use our posters and cards when their establishments are open. First steps in the beginning and it's gotten a really good response.

HH: At the SAFE Bar Network ([safebarnetwork.org](http://safebarnetwork.org)) we build buy-in from bar owners and engage them in supporting their team to create a workplace culture focused on increasing safety. Instead of focusing on individual skill building we focus on changing workplace norms to support using active bystander skills to prevent sexual violence in the food and beverage industry.

RW: Providing test drink strips to personnel during training.

TV: Hey Haleigh! Great to hear about your work on workplace culture is continuing. Reminds me of the podcast you did with us and a local bar owner you partner with:  
<http://www.preventconnect.org/2019/11/messenger-matters-building-a-partnership-for-prevention-with-champion-bar-owners/>.

AK: Can Sarah speak more to how they ensure fidelity and compliance with the program in the use of the window stickers? We've discussed something like this before, but folks have been concerned about sustainability and the endorsement of a space that might not actually be safe...

EM: YAS reciprocal partnerships!

AKJ: @Angela we'll ask!

TC: @Angela and @Ashleigh — I was wondering this, too. Especially with the high turnover that you often see in bars or restaurants, how could we make sure all incoming staff were getting the same training and taking it seriously?

JN: Can you talk about any work you did with management to ensure that staff would be supported? We have a great program in Louisiana called Shift/Change that's led by industry professionals (supported by SV orgs) that recognized that first we need to make sure that management is on board and prepared to back up staff when they intervene to address problematic behavior. At \$2.13/hour + tips, it's a lot to ask staff to risk their income if they're not meaningfully supported. It can't just be a PR thing for the bar, or just training FOH staff.

GP: DO IT!! We love our social Media Marketing Manager! and Our social media team has become so much stronger now!

AKJ: @Jessie great question — we'll ask all of our guests to weigh in during our panel discussion.

AKJ: For more information on CDC's RPE program:  
<https://www.cdc.gov/violenceprevention/sexualviolence/rpe/index.html>.

QQ: How did you make/maintain contact with the staff, as opposed to owners/managers? Did you collect individual contact info?

AKJ: @Quim we'll ask!

LMG: Could you say a little bit about the trainings that you do with alcohol serving establishments?

JN: I love the payment of staff for trainings! Such a good way to demonstrate investment in staff and the bar itself!

AKJ: @Linda I will ask Sarah to respond and give some info on that!

LMG: Great, thank you, Ashleigh! Hope you're well.

CD: I would also like more specifics and details on the trainings and information given to bars and alcohol serving establishments. What are the topics that are covered? What types of policies?

LA: @ Carla I agree.

TV: Text chat question: How have you/can you maintain partnerships for prevention now and in the near future?

JDW: @kayla woody - I love the coaster idea! We currently have posters located in the restrooms, main doors, behind the bars, but having those would be awesome to have. We have a planning meeting Tuesday and I will be suggesting those! Thank you!

LS: I second the question about communications with staff instead of just managers/owners.

RW: Consistent collaboration with regular meetings via Teams.

LA: We're working on incentive programs with the state/city licensing offices to help get bar owners a discount on their licensing renewals.

JDW: We have a council that is all owners, managers, bartenders, and servers, that we meet with every couple weeks. We have two separate coalitions working the new initiative plus the mayor's office.

DB: We work with a networking organization for some of the local downtown businesses. There are a lot of non-traditional ways to keep your name in front of businesses without necessarily "selling" them something.

AKJ: the question is how have you/can you maintain partnership for prevention now and in the near future?

RW: How have you/can you maintain partnerships for prevention now and in the near future?

JDW: We've just agreed on an incentive program for those who need a liquor license by taking a percentage off all the way to a free license pending on their fulfillment of training.

GS: Ah, found it. I make certain that all know that I am available to help. I teach classes & answer questions that other pose to me personally. If I don't know the answer, I go find them the answer.

LA: I have to attend another meeting but Thank you! This has helped with ideas for our prevention team!

MH: FYI: Our nightlife SV prevention program is called OutSmartNYC :) - Eric and I will be referencing our work through OutSmart throughout

TK: Do you have the template of the policy changes you are offering to the establishments that you are able to share with us?

EL: Missed the thing you said Eric, that turns people off - garbled a bit.

AF: "have you ever been a bartender?" is what I heard him say.

SS: Hello Folks! I hope this answers some of your questions, Long Island Safer Bars uses a membership agreement checklist that outlines expectations (using window clings, maintaining 70% of staff trained, expectations of staff and practice after training, meeting to discuss/improve policy and environment, using posters/coasters in establishment—I think that is all of them). The training is Safer Bars Curriculum if you would like to know more about how it is outlined! I have a master list of all the staff that is trained and their contact information. We visit our partners a lot so we are able to touch base with folks! I do not have a template of policy changes we are offering, I mainly use the policy examples from the Safer Bars curriculum and in my conversations with establishments I come up with new ideas as they express their needs. Different spaces require all different types of policies. If there are more questions please let me know.:)

TR: Will these slides be available later?

AKJ: Hi Tonjie! Yes, you can download the PowerPoint slides for this session here: <http://www.preventconnect.org/wp-content/uploads/2021/05/May-SVP-in-Alcohol-Serving-Establishments-2.pdf>.

CD: Who leads trainings and how does that vary with creating a safe space? What factors should be considered in creating that safe space? Do facilitators need to be trained in sexual violence prevention?

AKJ: How can you practice prevention in your processes?

EM: Hi Carla. we facilitate with one nightlife professional and one sexual violence prevention person (like me).

DB: So much great info here I hate to leave but I have to get to another meeting! Thank you all for sharing your insight and I hope everyone has a great and safe weekend!

EM: Thanks for coming deb! [emcgriff@cvtcnyc.org](mailto:emcgriff@cvtcnyc.org) if you want to connect

CD: Eric, who is a nightlife professional? I am not familiar with that term.

DB: Thank you Eric - I most defiantly will!



GS: I go beyond the literature provided by higher HQ, to ensure that my actions & the teaching material produced are relevant to my co-workers & others.

JDW: I work with MADD on the Prevention side and our coalition is using me to speak during the classes and the PSAs the city is making and airing. We've partnered with businesses who will have staff part of our briefings, trainings, and the PSA itself. Our business council is made up of different establishments and different types of staff as well.

EM: Hi Carla, anyone who works in the nightlife community. we hired a bartender, but it can be front of house, back of house, managers and owners. anyone who works in the industry or has experience doing so.

EM: George - I love that! We know that is so important!

EL: I'm being challenged in really important ways about the need to listen folks in the industry more - we experience so much push back to the need that when they do open the door, I have just wanted to make sure they know SV prevention. I mean, nothing for us without us - so it seems like common sense, but this is a shift for me. thank you.

AKJ: @Erin thanks for sharing that! I bet you aren't alone. :)

JDW: If anyone needs help with the prevention part of any training or communication with your target establishments, please reach out to me and I can get you in contact with your representative in your area: Theresa De Wild, Program Specialist, MADD, Coastal and southern middle Georgia. Email: [theresa.dewild@madd.org](mailto:theresa.dewild@madd.org).

JP: Do you have a toolkit that we could use that would walk us through doing a program like this with our local bars/ restaurants?

DH: How many staff work on this project in NYC?

EM: We have this tool and it comes with a training as well

EM: Hi Debbie, we have like 5 staff and a lot of volunteers. We collaborate with nightlife professionals on every initiative so the number varies for each project

EL: oh wow these are so clear and amazing!

DH: Thanks for the info, Eric, This sounds like a great approach however I know we don't have enough staff to carry it out. Maybe we can examine using volunteers.

EM: Yes, staffing is hard. Especially now. For OutSmartNYC we are actually a partnership of multiple victims services agencies that have 1-2 staff person each who can contribute to the project. It helps increase capacity.

EM: You do want to be careful asking too much of volunteers because they do not like to do too much free labor lol.

EM: We find even if we pay like \$20 for a couple of meetings, they appreciate it and will do the work because they support the cause

JN: Yes, especially now, asking for free labor from service industry folks seems like a lot.

TV: Text chat question: How can you reimagine nightlife in your communities for connection and prevention?

EL: We have started to include body awareness/listening to fight/flight etc in bystander intervention - are other folks doing this?

CD: Does anyone work with law enforcement on trainings?

JDW: Yes, we use our traffic units and the counter drug units. they are both in our coalition.

JDW: the ABC team is also involved as well.

HH: We work with a lot of bars who serve college age students and reimagining night life in these spaces is recognizing that someone who has had too much to drink is unsafe in their bar. And the workplace norm needs to be helping them find their friends and get home safe.

EM: OutSmartNYC was actually created in collaboration with law enforcement who recognized that they could not be the delivery system of this kind of program because of the tension between law enforcement and the industry.

EM: My agency and Michelle's sit on monthly task forces with NYPD and the DA's office where we are the Nightlife Co-chairs who keep them in the loop.

GS: The Army already has the "Battle Buddy" concept. Its where they take care of each other. I help others understand that this concept can still apply when they are not wearing the uniform, & that the individuals that they look out for don't even have to be other military members--especially as they "go out on the town."

EM: Radical Collaboration is a term from the field of Design Thinking/Human-Centered Design:)

EM: I love to use that term to explain our work.

RG: Check out more about OutSmartNYC here! <https://www.outsmartnyc.org/>

KB: Great Training! Thank You!

AD: Will we have access to the audio recordings from this presentation?

AF: Thank you so much! This was fantastic

EM: Yes

TV: Yes, everyone will receive an email when the recording is ready

RW: Thank you all for this excellent presentation, it is appreciated. ,

MH: nightlife is such an integral part of our communities!

AD: Thanks everyone!

TC: Thank you all — this was very helpful and thought-provoking!

MT: Thank you!!

CWG: THANK YOU!

EL: super awesome, thanks to all the presenters and Prevent Connect

LK: Thank you

AM: Amazing, thank you!

LMG: Interesting topic - thank you for sharing!

TBR: Amazing presentation! Truly great to be colleagues with you all!

JH: Great presentation! Thank you and Happy Friday!

AD: Thank you so much!