

Training Active Bystanders

A program of Gathering Currents, Massachusetts

email director@gatheringcurrents.org

web www.TrainingActiveBystanders.org | www.GatheringCurrents.org

©2024 Training Active Bystanders. All rights reserved.

EVALUATION

MAPC
Foundational TAB

10/13, 10/14
10/19, 10/22

Training Active Bystanders (TAB) Training

Foundational TAB - 3-hour workshop

- Training Active Bystanders (TAB) equips people with the skills, confidence, and tools to recognize harm and take action to prevent or interrupt it. Through interactive, discussion-based training, participants explore the choices available to them as bystanders, the barriers that can make action difficult, and the ways they can help create safer, more inclusive communities.

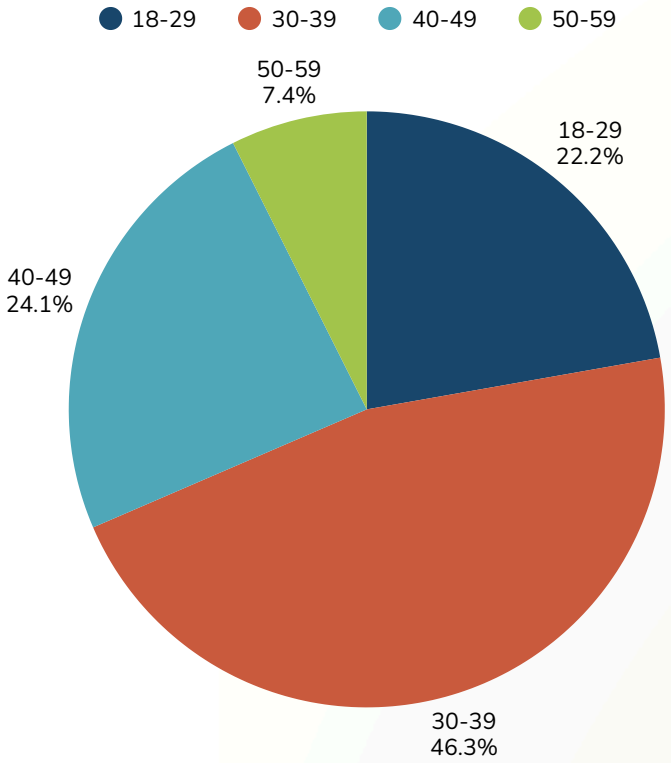
- Four workshops, 80 total participants. 54 post-survey responses; response rate of 67.5% (compared to our average 35% response rate)

- Facilitators: Stephanie Hsu, Daniel Lieber, Sean Osborne, Lilly Fellows

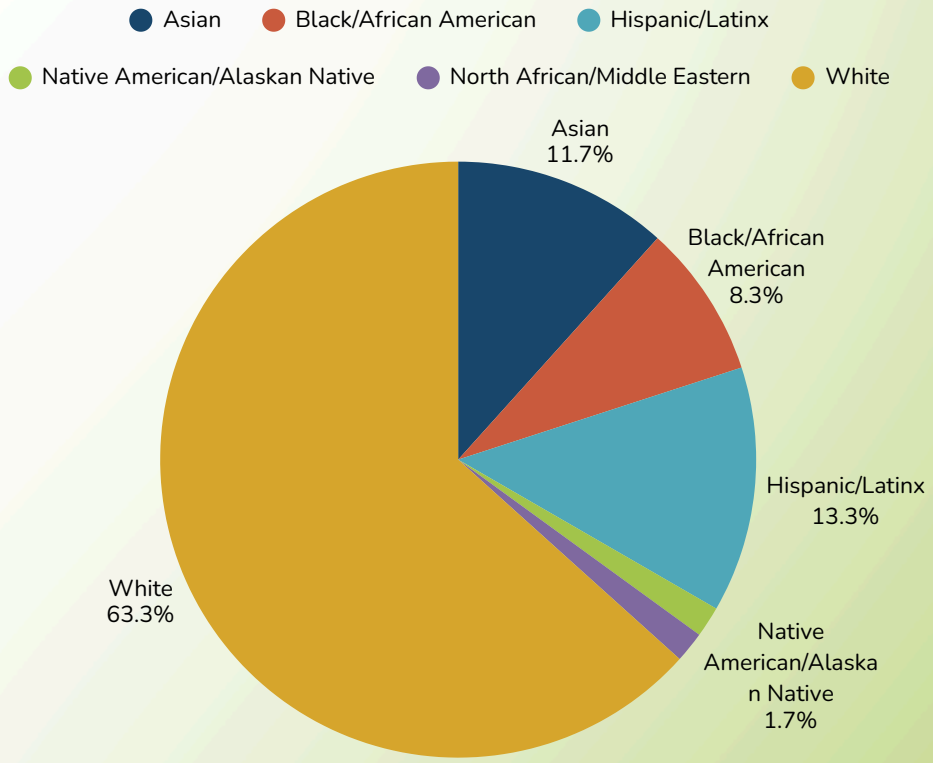
Training Active Bystanders

Demographics

Age

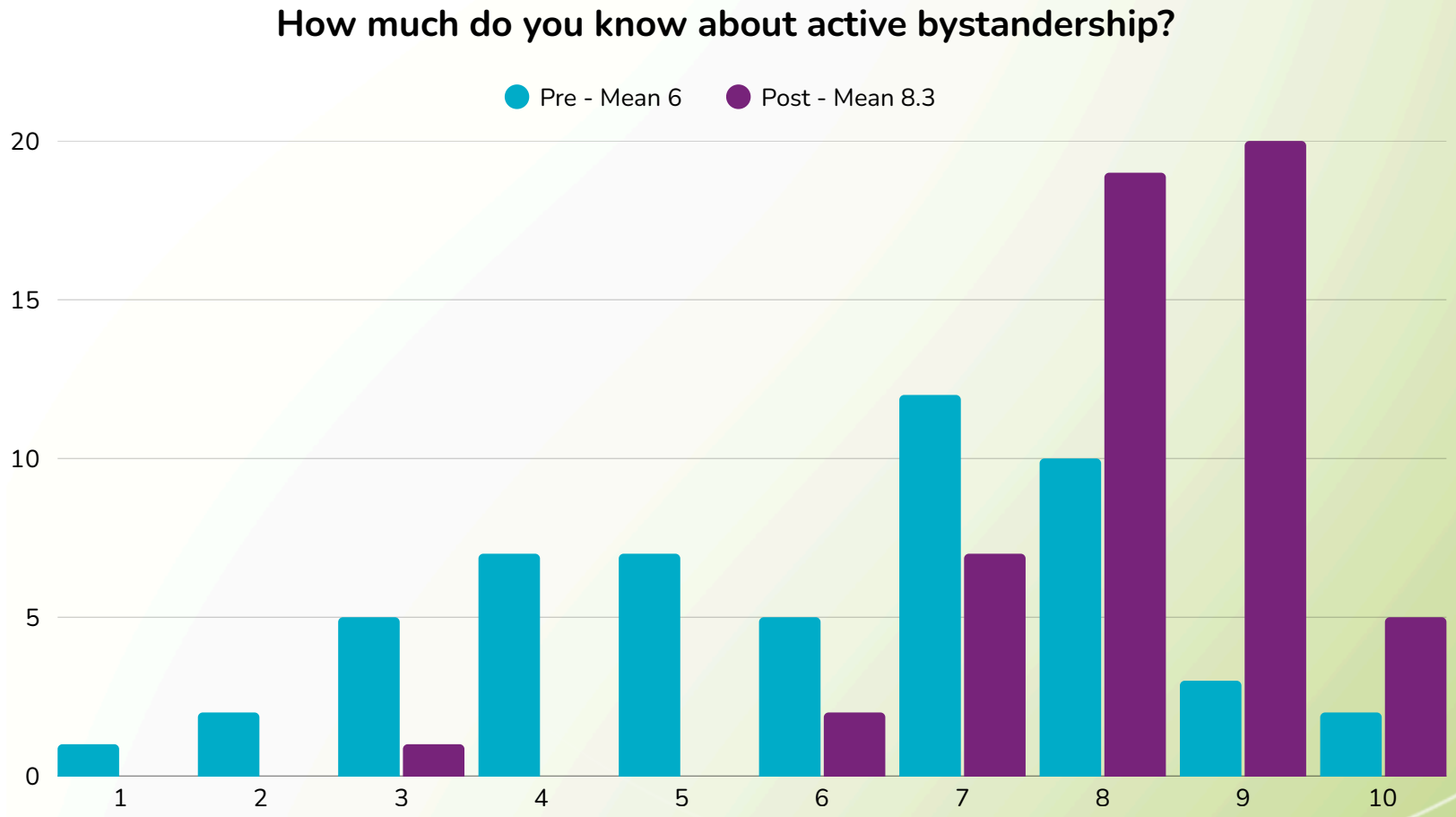


Race/Ethnicity



Training Active Bystanders

Understanding Active Bystandership



Training Active Bystanders

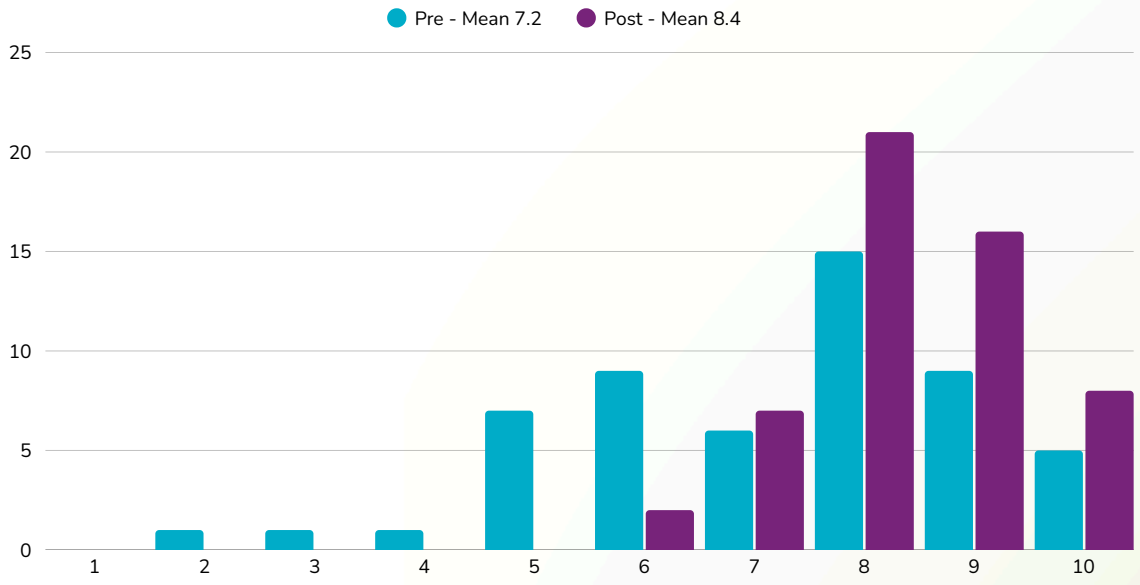
Understanding Active Bystandership

- Participants demonstrated a strong understanding of active bystandership following the training, with average knowledge scores increasing from 6.0 to 8.3 (a 38.3% increase).
- Compared to our July 2025 - June 2026 community training data, MAPC participants entered the training with a higher baseline understanding (6.0 vs. 3.8) and finished with a higher post-training understanding (8.3 vs. 7.5).
- These results suggest that participants came in with a stronger foundation and were able to build on that existing knowledge through the training.

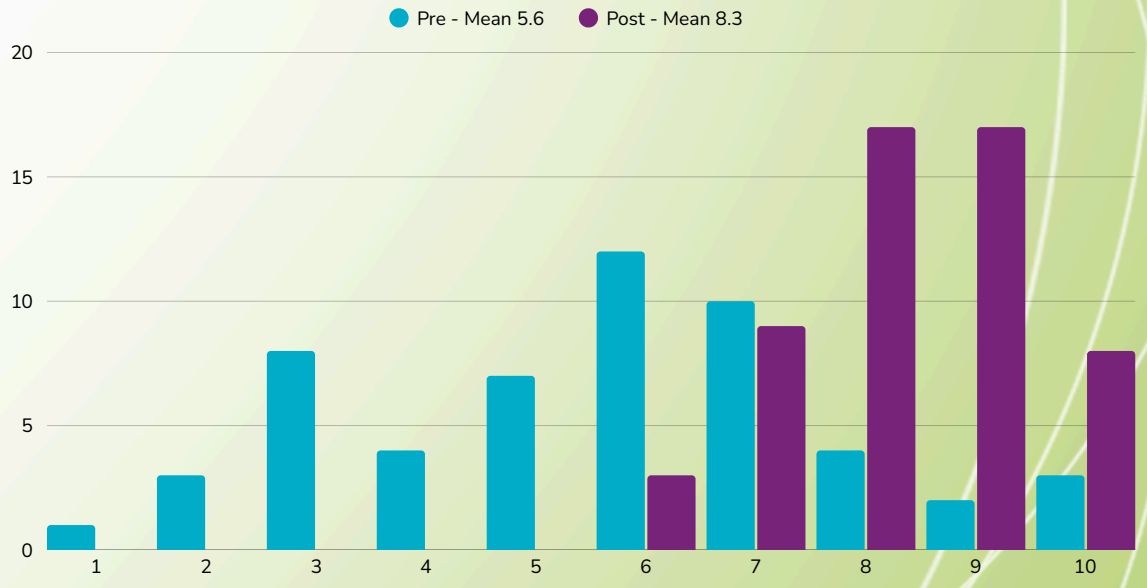
Training Active Bystanders

Recognizing Harm

How confident are you that you can recognize harm when its happening?



How well do you understand the barriers that prevent people from stepping in?



Training Active Bystanders

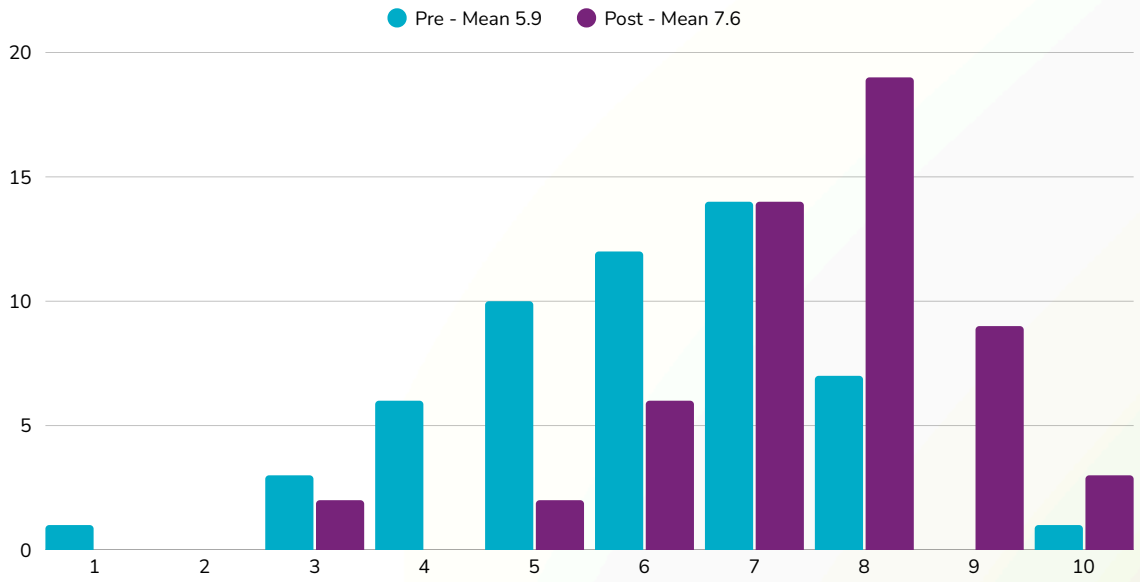
Recognizing Harm

- Participants reported increased confidence in their ability to recognize harm as it is happening, with scores increasing from 7.2 to 8.4 (a 16.7% increase).
- Participants showed particularly strong growth in their understanding of the inhibitors that can prevent people from intervening, with scores increasing from 5.6 to 8.3 (a 48.2% increase).
- These findings suggest that participants not only became more confident in identifying harmful situations but also developed a stronger understanding of the internal and external barriers that can make it difficult to take action.

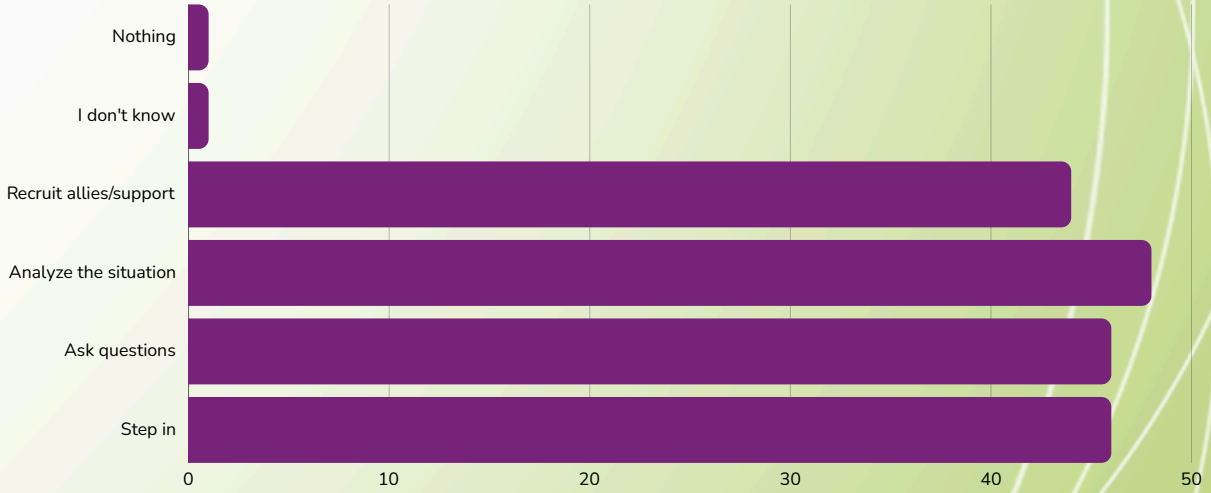
Training Active Bystanders

Intervention skills

How confident are you that you could appropriately respond to harm?



Which actions would you feel prepared to take if you noticed harm happening?



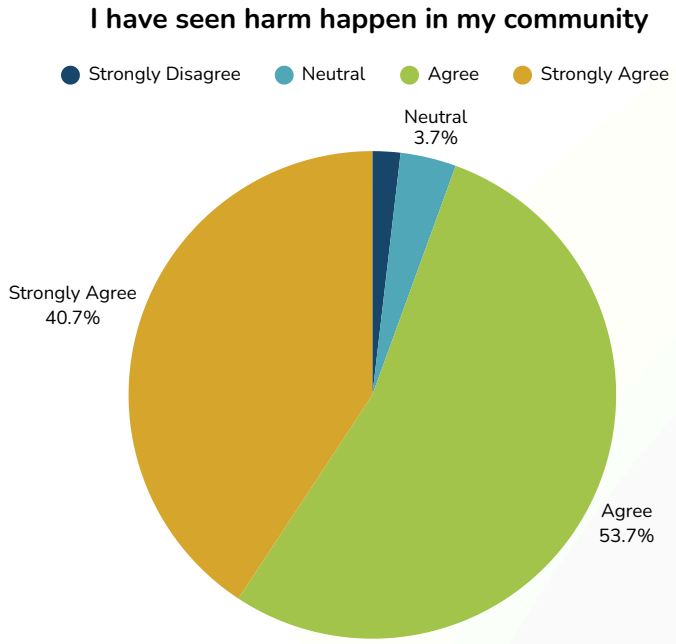
Training Active Bystanders

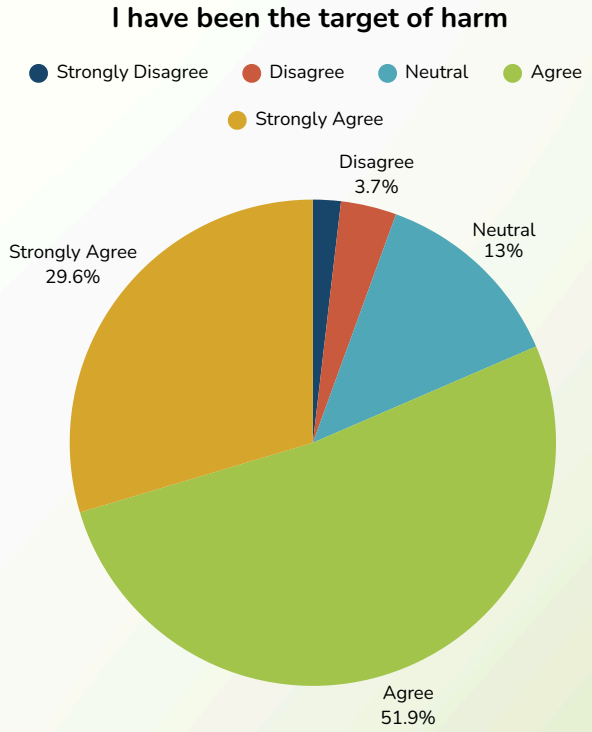
Intervention Skills

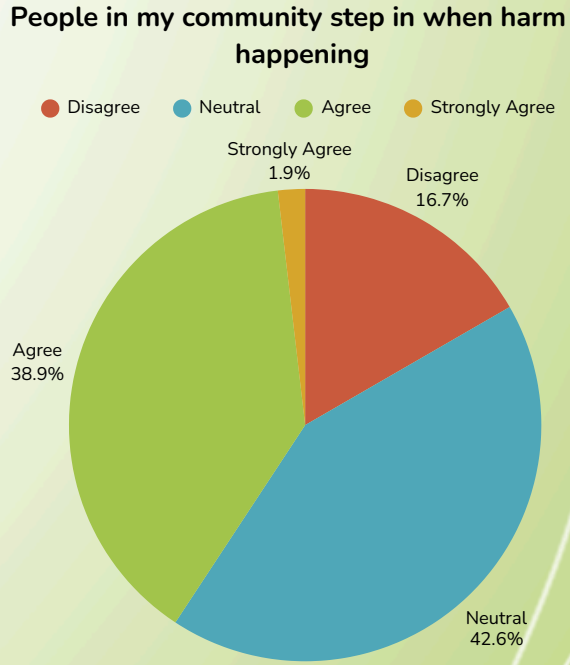
- Participants left the training feeling more prepared to move from recognizing harm to responding to it. Their increased confidence and strong readiness to use a variety of intervention strategies suggest that participants gained both the confidence and practical skills to act when they witness harm.
- Participants' confidence in their ability to respond appropriately to harm increased by 28.8% (from 5.9 to 7.6).
- Post-training confidence for MAPC was slightly higher than our 2025-2026 average for adult foundational TAB trainings (7.6 vs. 7.3).
- Participants identified 184 positive intervention responses out of 216 possible, demonstrating strong readiness to use a variety of intervention strategies. 98.2% of participants selected at least one positive response.
- Only 2 negative responses were recorded out of 108 possible, suggesting very few participants felt unprepared to take action.

Training Active Bystanders

Community Culture

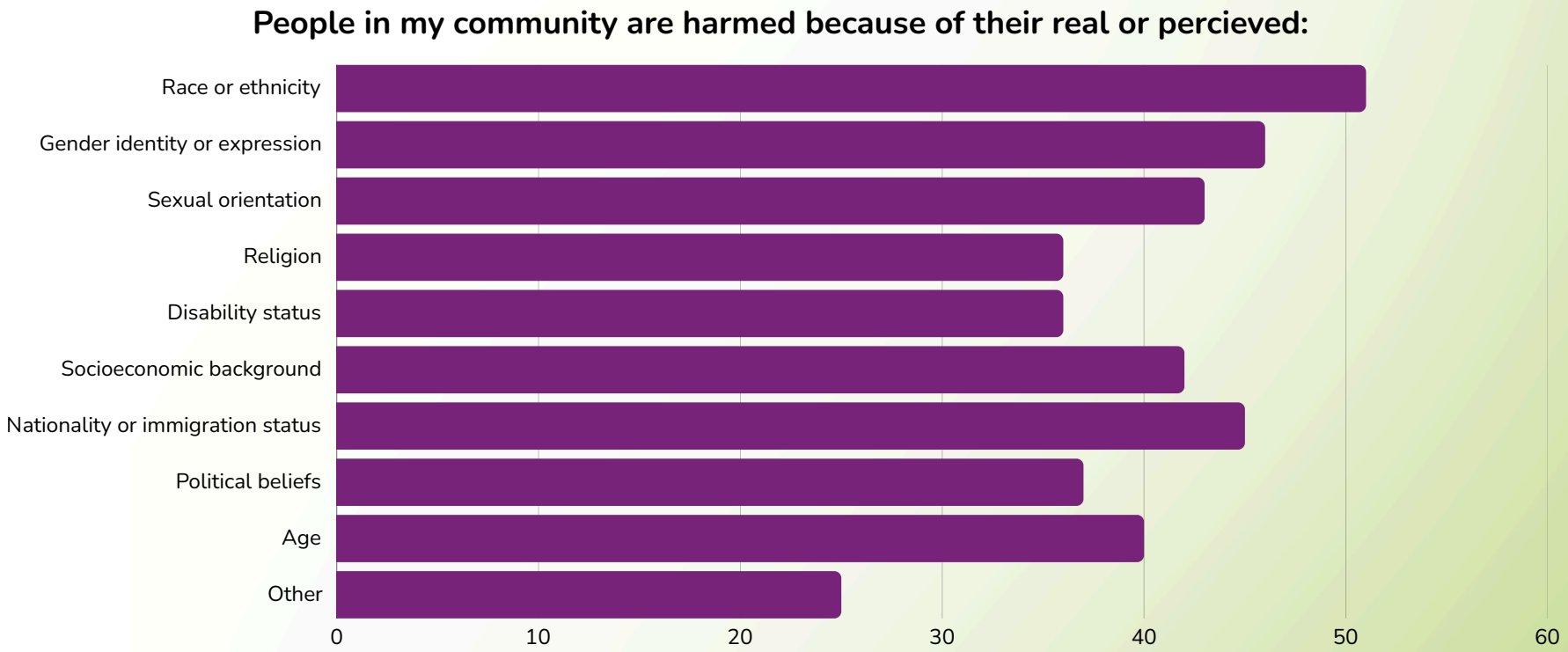






Training Active Bystanders

Community Culture



Training Active Bystanders

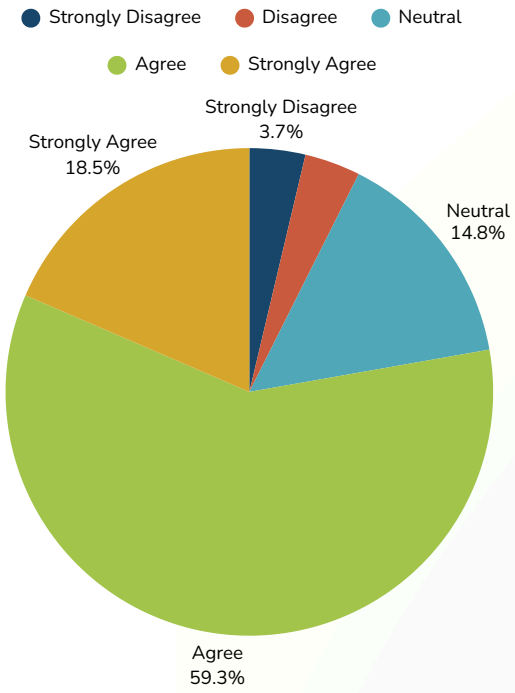
Community Culture

- The majority of participants have witnessed harm in their communities, and many have personally experienced being the target of harm.
- Despite the prevalence of harm, participants were less certain that people in their communities step in when it happens.
- Participants identified harm occurring across a wide range of identities and experiences.
- This reinforces the importance of TAB's work in shifting community culture from passive awareness toward collective responsibility and active bystandership.

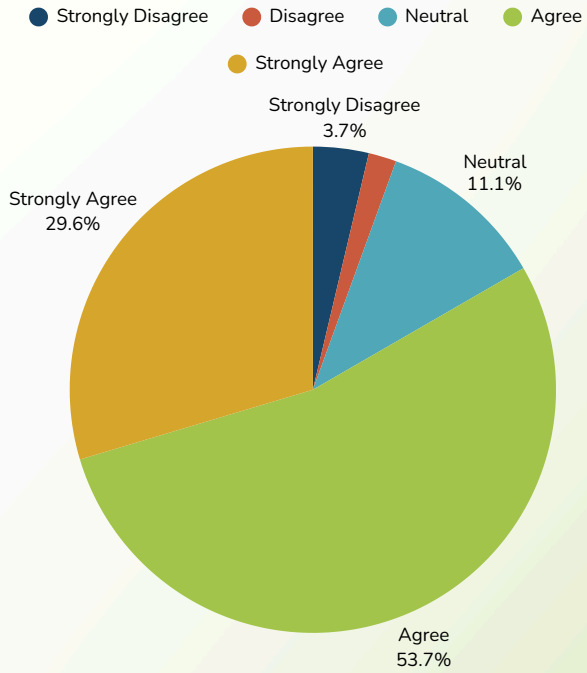
Training Active Bystanders

Training Effectiveness

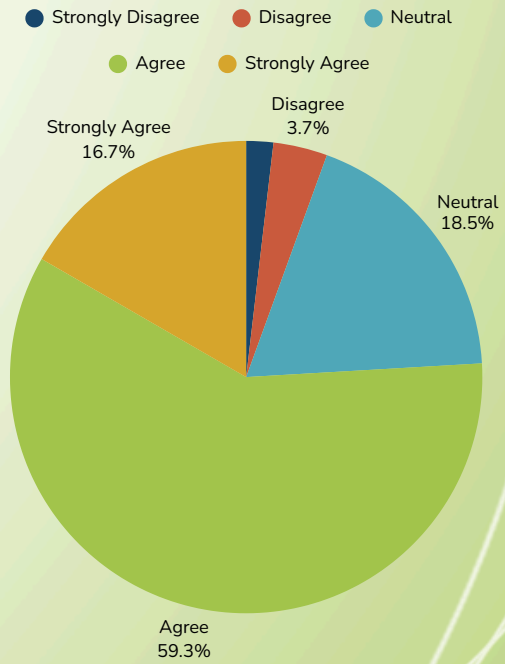
This training was useful and relevant



The trainers were effective in their delivery



I would recommend this training to others



Training Active Bystanders

Training Effectiveness

- The majority of participants found the training useful and relevant, with 77.8% responding positively.
- Participants generally viewed the trainer's delivery positively, with 83.3% agreeing or strongly agreeing.
- 76% of participants indicated they would recommend the training to others, suggesting that most participants saw value in the experience.

Training Active Bystanders

Qualitative Responses - Participant Takeaways

Participants left with a broader understanding of what active bystandership can look like and a greater awareness of the barriers that can prevent action. A particularly strong theme was that intervention does not have to be perfect, immediate, or done alone. Building a culture of active bystandership requires flexibility, preparation, and a shared commitment to doing something when harm occurs.

- Multiple ways to intervene: Participants recognized that active bystandership does not have to mean confronting harm in the moment. Following up later, checking in with those affected, asking questions, and bringing in additional support are all meaningful forms of intervention.
- Understanding inhibitors: Recognizing the personal and situational barriers that prevent people from acting was a major takeaway. Participants identified the importance of understanding these barriers and finding ways to work through them.
- Action over perfection: Participants repeatedly emphasized that doing something is better than doing nothing. Even small actions can make a difference, and intervention does not require having the perfect response.
- Preparation and flexibility: Participants highlighted the importance of assessing situations, preparing ahead of time, maintaining safety, and adapting intervention strategies to different circumstances.
- Collective responsibility: Participants recognized the value of shared foundational knowledge, colleague support, and organizational systems that empower people to intervene.

Training Active Bystanders

Qualitative Responses - Open Comments

Participants recognized the value of the TAB framework and its ability to provide language for understanding harm, barriers, and intervention. However, the feedback highlights an important opportunity to move beyond foundational content. Participants are excited for the opportunity to move to more advanced and practical skill-building and additional practice opportunities.

- Relevance and tailoring: Participants wanted more MAPC-specific examples and scenarios that reflected their actual roles, responsibilities, and experiences navigating conflict in community settings.
- Depth of content: Several participants felt the foundational material was too introductory for their level of experience and wanted less time on definitions and introductory concepts and more time on advanced intervention skills.
- Practical application: Participants wanted more opportunities to practice intervention strategies, work through realistic scenarios, and explore how to prevent harm and address it beyond the immediate moment.
- Facilitation and engagement: Feedback highlighted opportunities to increase small-group discussion and reflection, improve pacing, and create more space for participant engagement rather than facilitator-led presentation.
- Identity, power, and psychological safety: Participants emphasized the importance of addressing identity, racial justice, power dynamics, and solidarity in bystander intervention, while being intentional about emotionally activating examples and activities.


tab
Helping one person might not change the world, but it could change the world for one person.

tab Get involved!

Organize a workshop

If you're part of a group that would benefit from TAB, reach out to schedule a session in your community.

Pursue further training

Interested in becoming a trainer?
Fill out the post-training survey to indicate your interest — we'll be in touch!

Spread the word!

Share our website and follow us on Instagram @trainingactivebystanders to stay connected and engaged.



Thank you!

Scan to visit
www.GatheringCurrents.org

Send us a message
director@GatheringCurrents.org