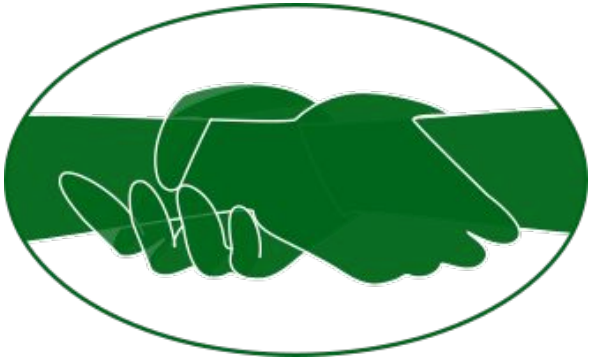


Victory Programs

Training Active Bystanders - Survey Results

What is Training Active Bystanders (TAB)?

- Training Active Bystanders (TAB) is a program of Quabbin Mediation, a creative conflict resolution non-profit organization founded in the North Quabbin Region of Massachusetts.
- TAB was created in 2007, combining our conflict resolution practices with Dr. Ervin Staub's research in Peace Psychology. TAB is an evidence-based program for schools, communities, businesses, houses of worship, organizations, prisons, agencies, and institutions.
- Learn more at www.trainingactivebystanders.org or email stephaniehsu@quabbinmediation.org

Main Learning Objectives

Participants will learn:

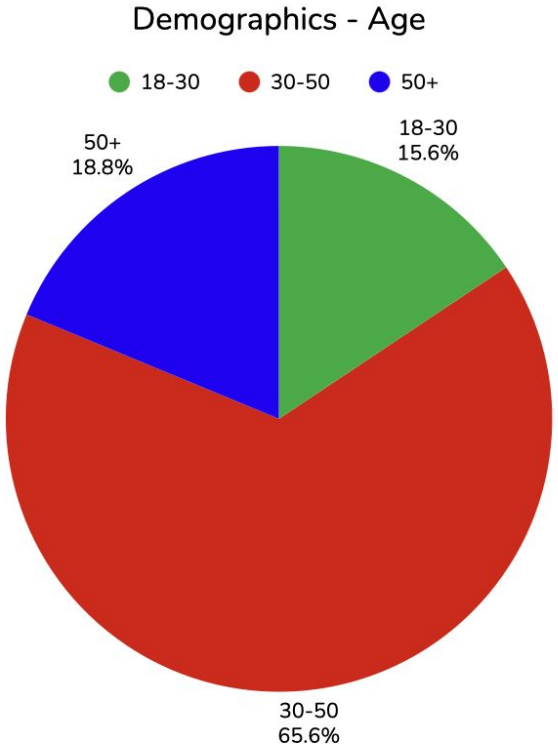
- What harmdoing is and how to recognize when it is happening
- What active, passive, and complicit bystandership is
- Who allies are, and how to recruit them
- How to step in when harm is happening, in the moment and later
- What prevents active bystandership
- What promotes active bystandership
- How harmful and helpful behaviors evolve
- The definition of moral courage and its importance in active bystandership

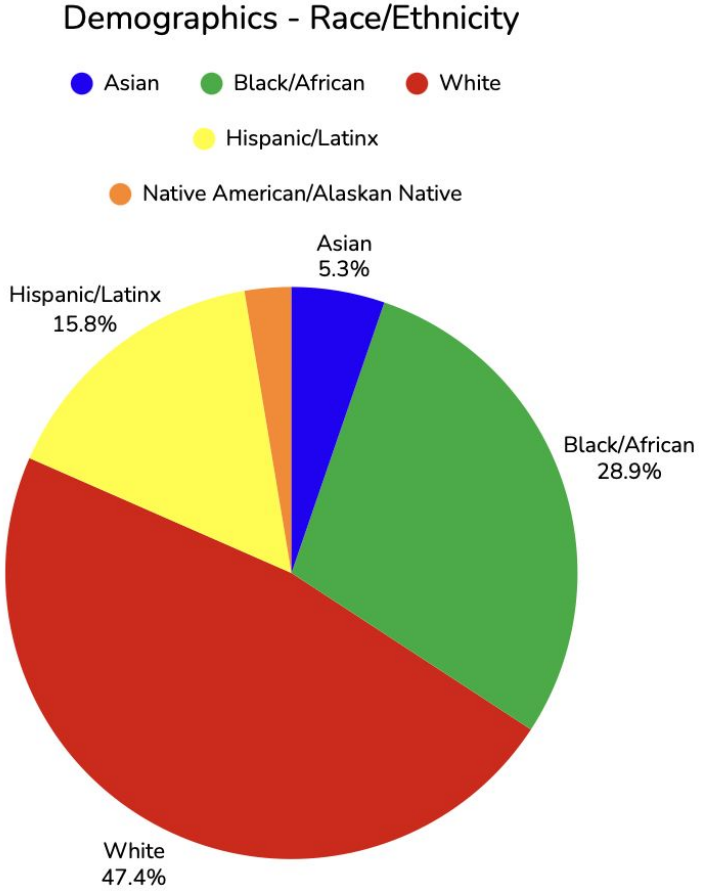
Participants will analyze harm they have witnessed, analyze their skills, and build an active bystander “toolbox” they can use the next time they see harm happen.

TAB Training

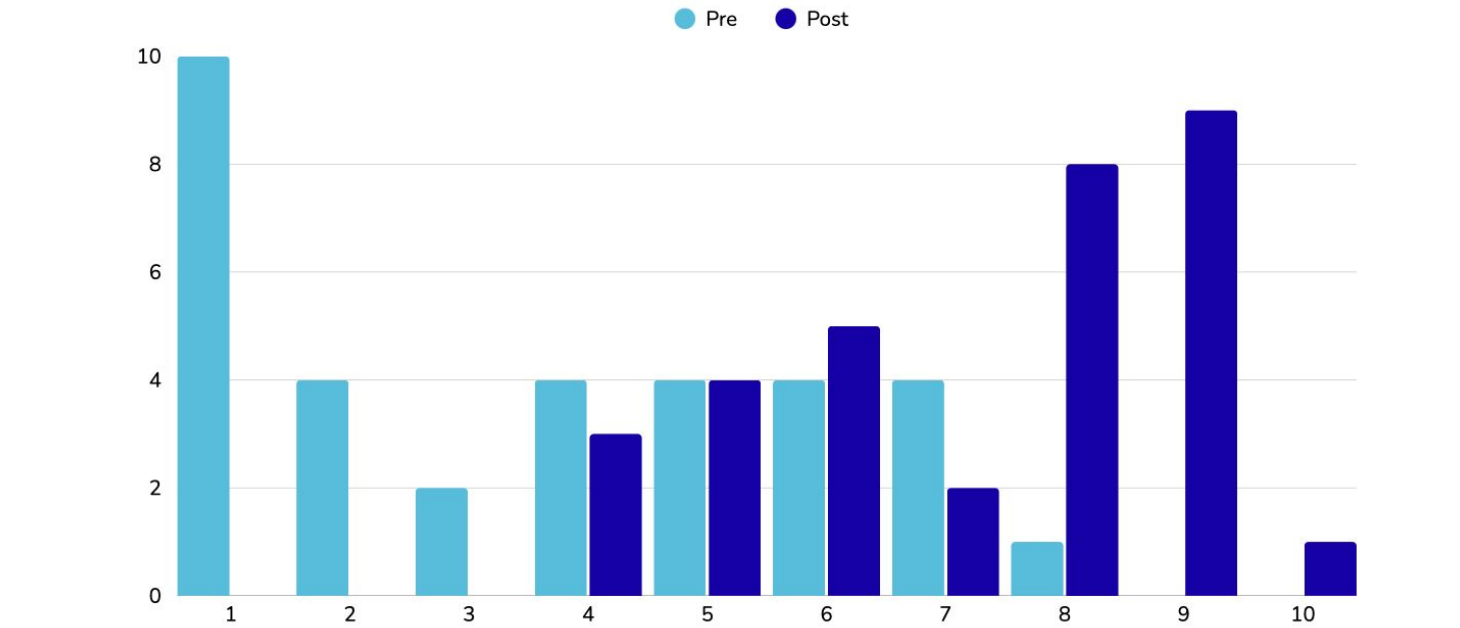
- January 12 2026 and February 2 2026
- 33 people trained in our basic community curriculum
- 33 people filled out the pre-survey, 32 filled out the post-survey
- 32 participants had never taken a TAB training before

Participant Demographics





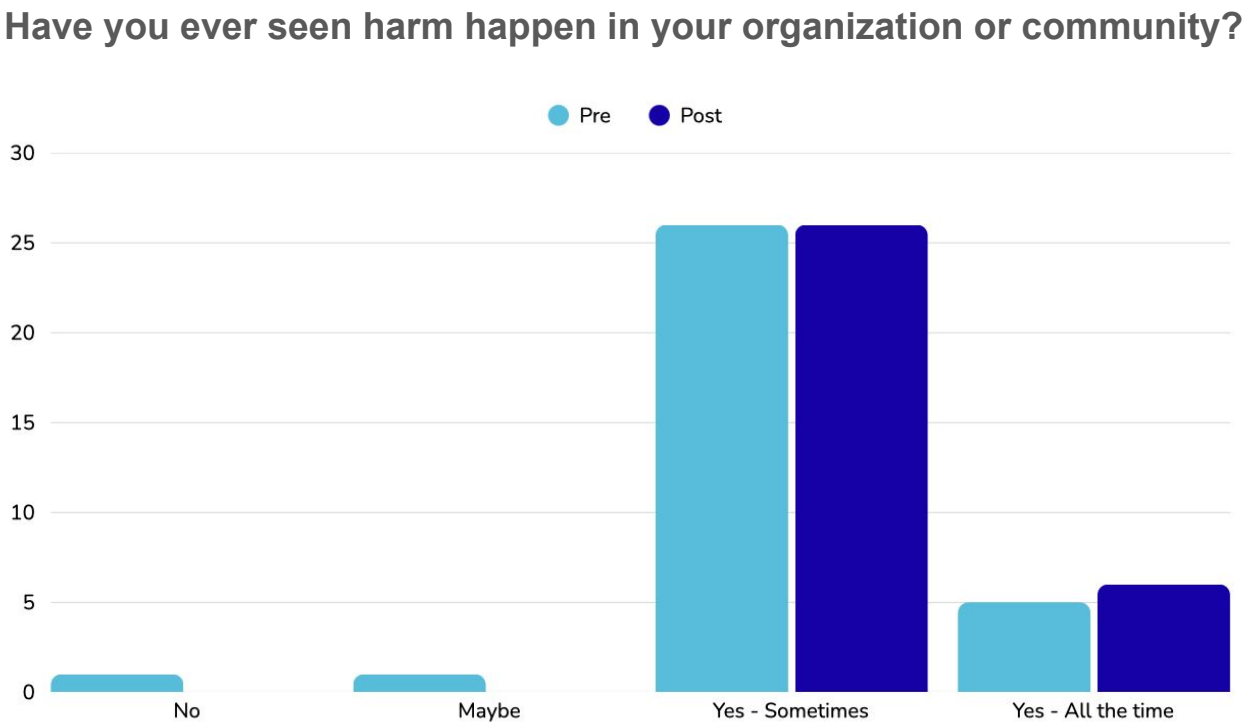
Knowledge about Active Bystandership



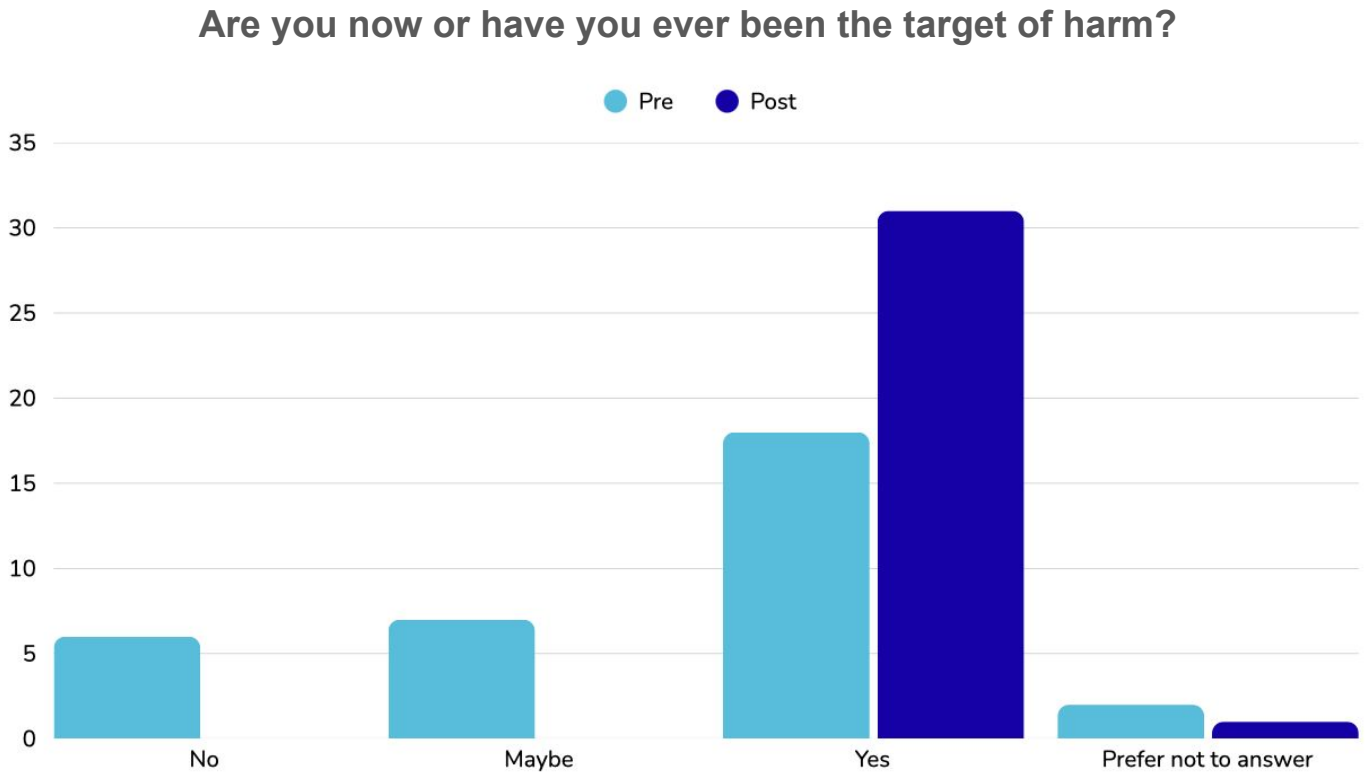
Knowledge about Active Bystandership Findings

- How much do you know about active bystandership? 1 = nothing, 10 = everything
- Pre- mean = 3.64/10
- Post- mean = 7.56/10
- 31/32 participants reported an increase in active bystander knowledge with an average increase of 108%
- After the training, participants felt they knew more about active bystandership

Rate of Harm in Community

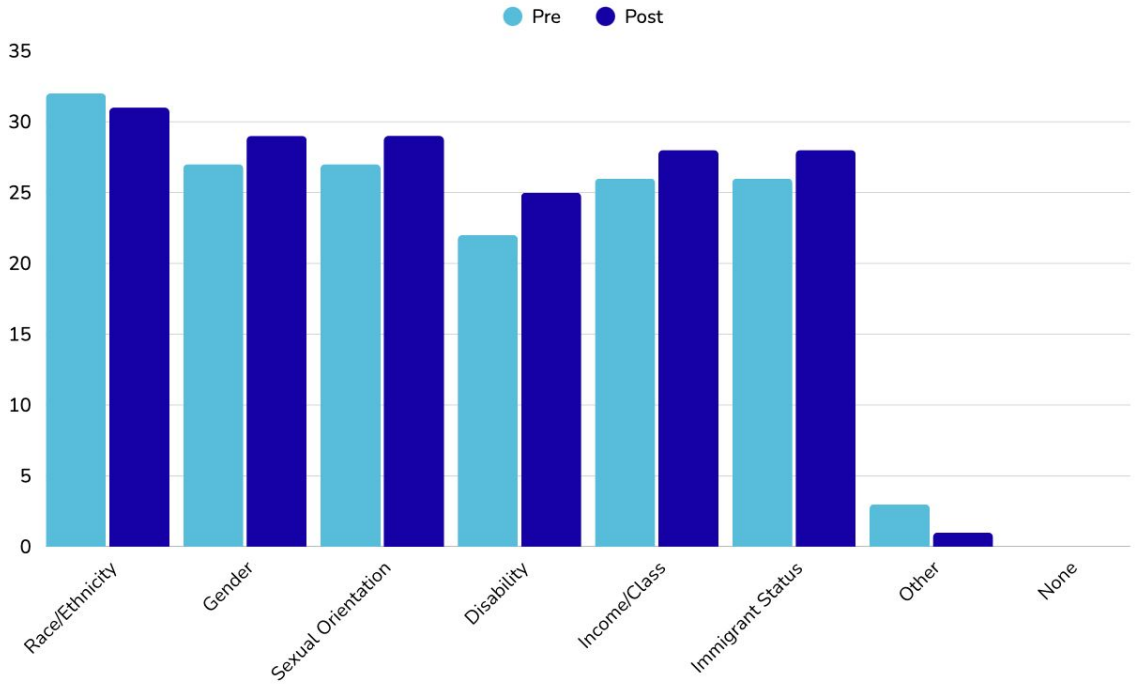


Rate of Harm


Are you now or have you ever been the target of harm?
Pre
Post
35
30
25
20
15
10
5
0
No
Maybe
Yes
Prefer not to answer

Rate of Harm

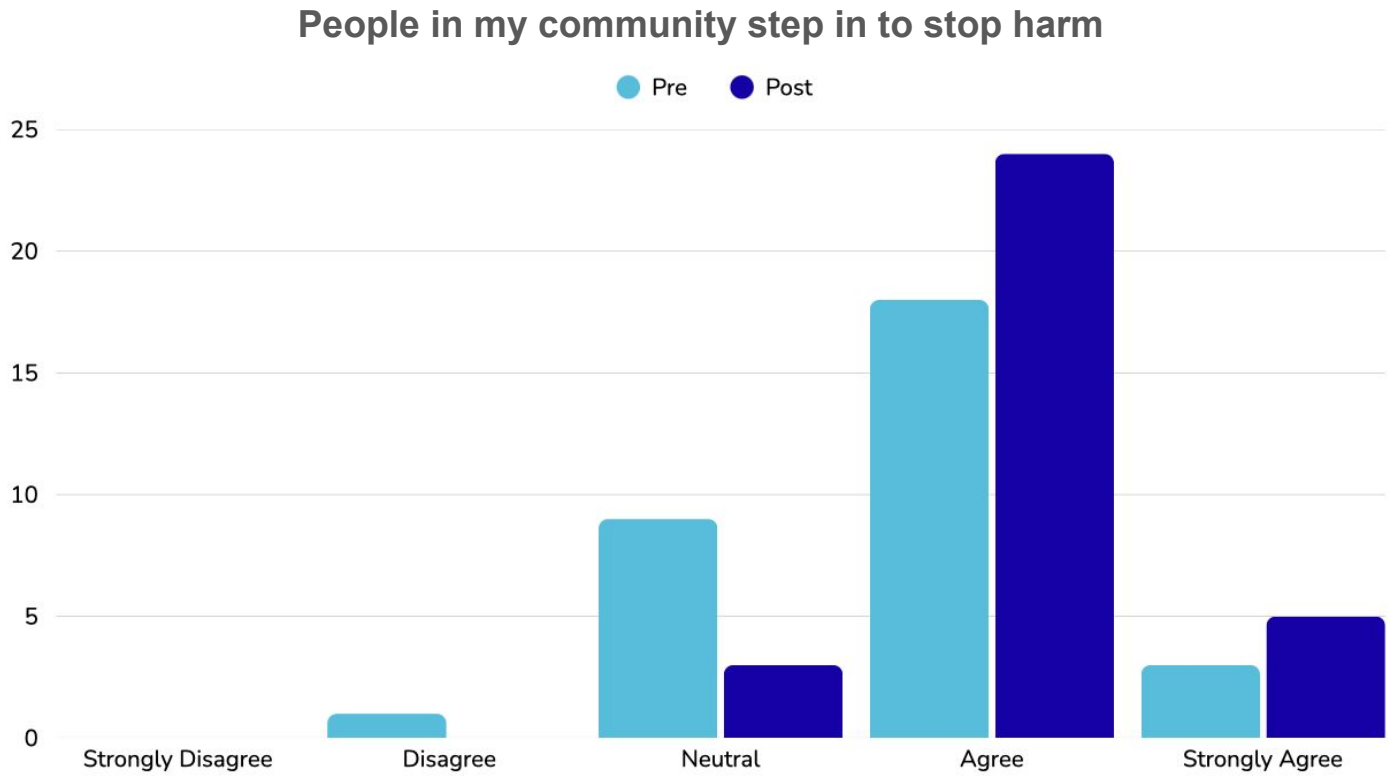
People in my community are harmed because of their real or perceived:



Rate of Harm Findings

- 100% of participants reported having seen harm in their organization or community.
- 100% of participants who responded to the question reported having been the target of harm at some point in their lives.
- Reports of harm based on race or ethnicity was the highest, followed by gender and sexual orientation. All types of harm were reported by at least 88% of participants.
- After the training, reports of harm increased by 53%
- This increase was likely because participants learned the definition of harm and how to recognize it.

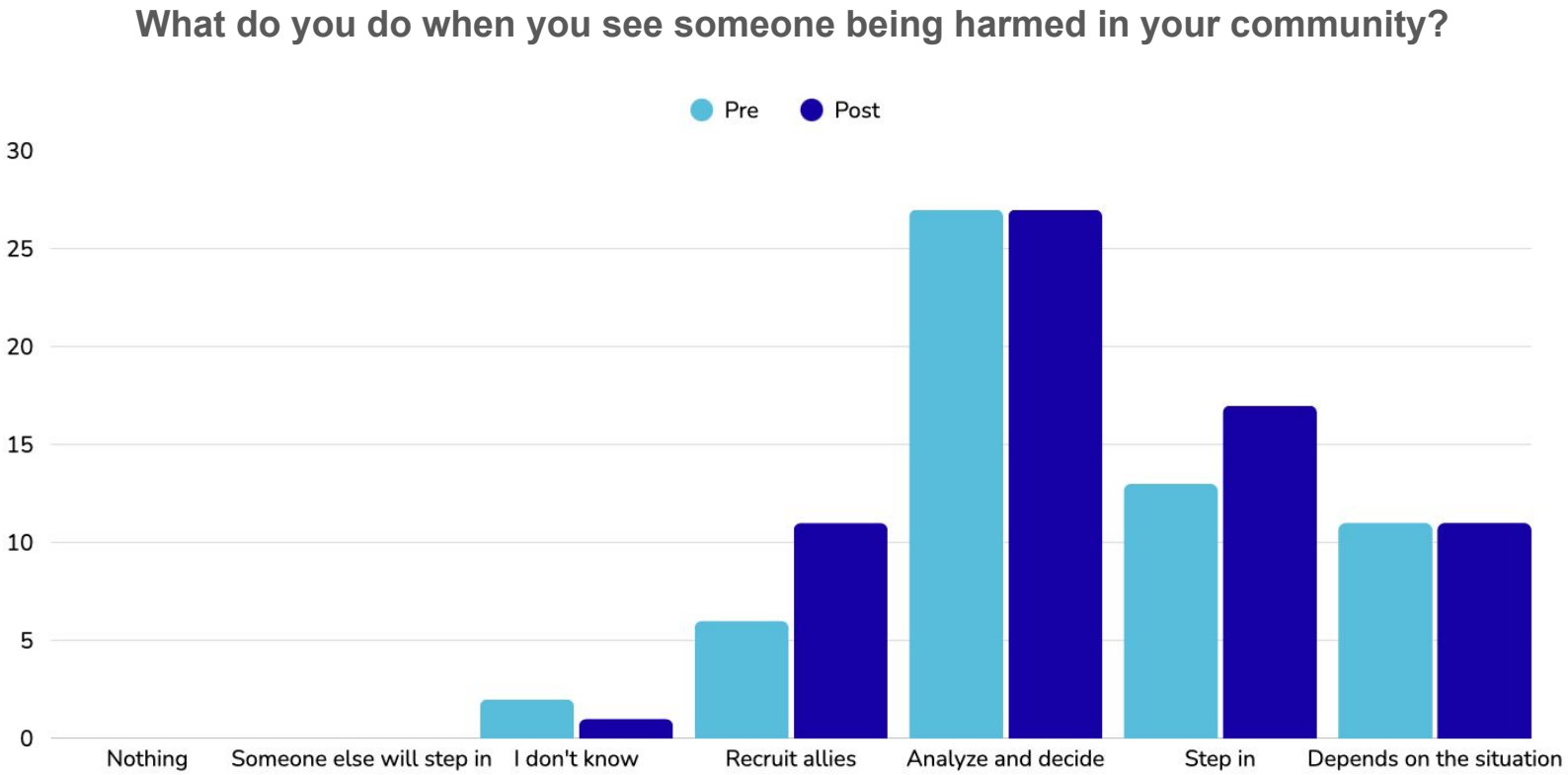
Rate of Active Bystandership



Rate of Active Bystandership Findings

- 63.6% of participants agreed with the statement before the training
- 90.6% of participants agreed with the statement after the training
- This 27% increase suggests that participants learned what active bystander intervention looks like and are more confident in the collective responsibility of their community. Participants may have reframed what “stepping in” looks like, making it more visible and accessible.

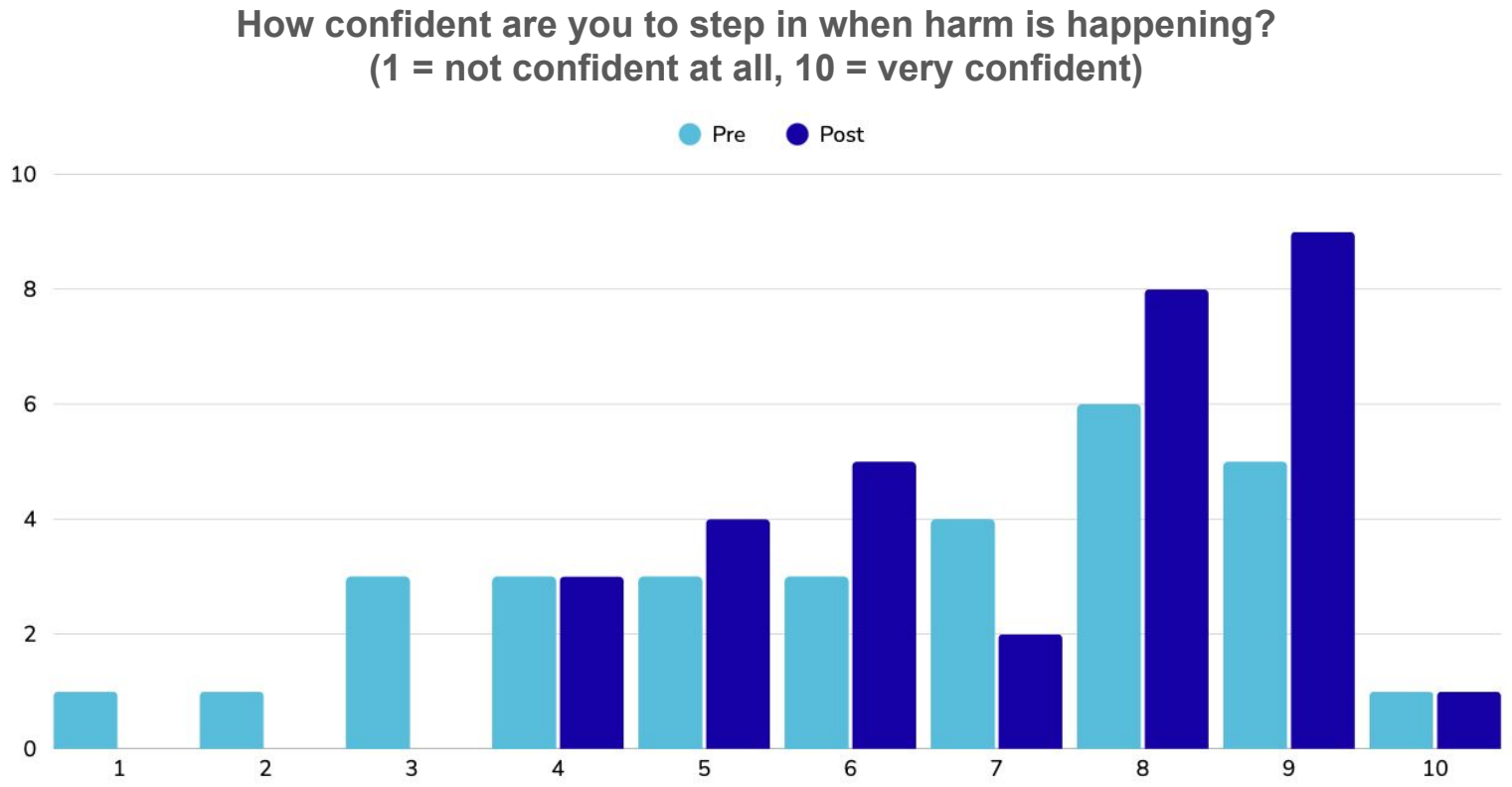
Active Bystandership Skills



Active Bystander Skills Findings

Post-survey results indicate increased willingness to intervene directly and a substantial increase in recruiting others to assist. Participants maintained strong endorsement of situational analysis while demonstrating greater readiness for collective action. These findings suggest movement from passive awareness toward active, community-based intervention.

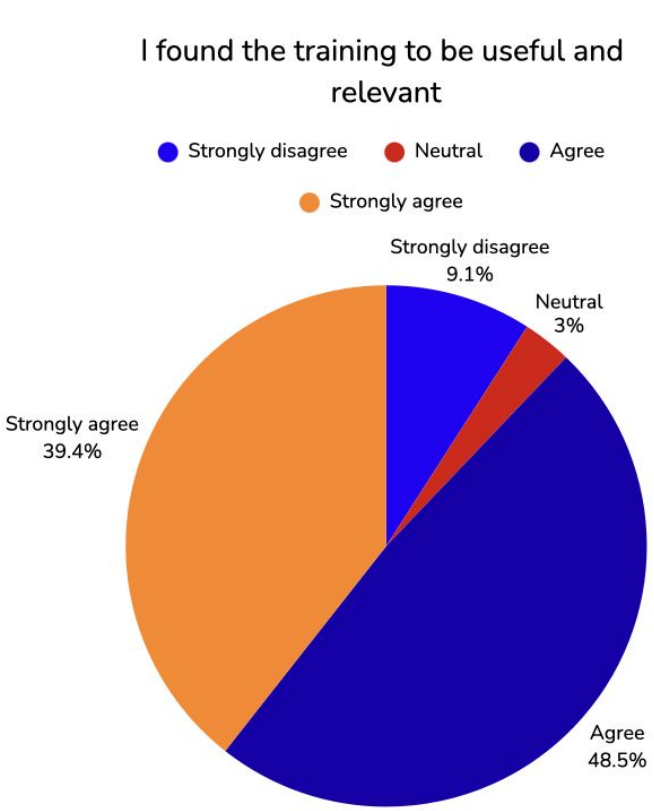
Active Bystander Confidence

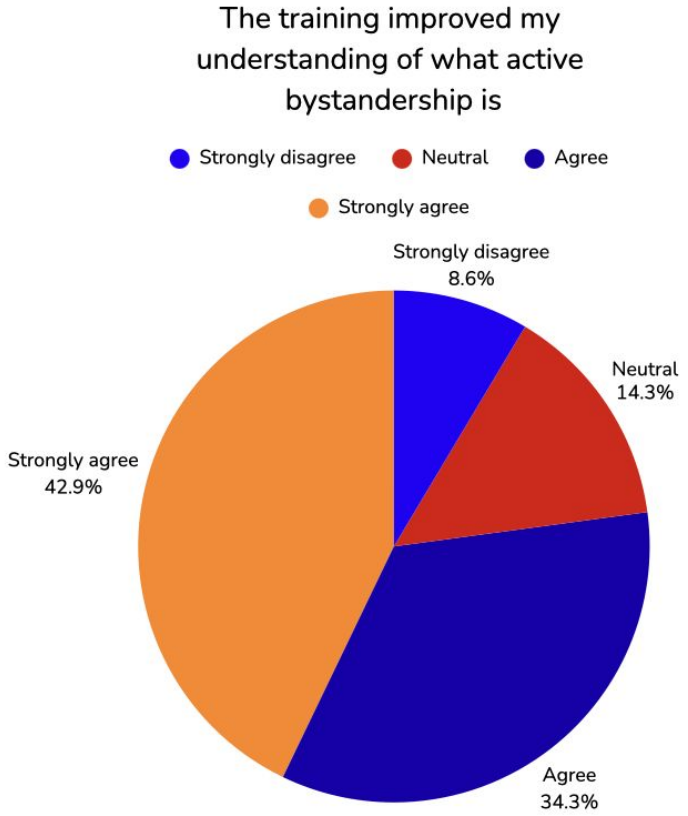


Active Bystander Confidence

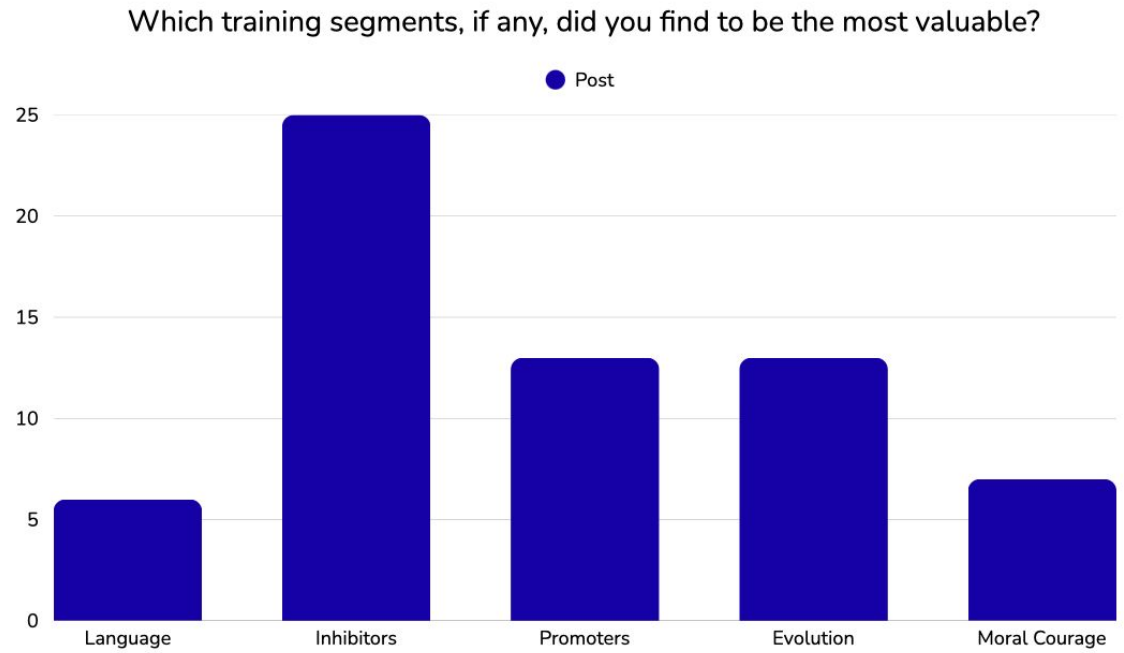
- Pre- mean = 6.2/10
- Post- mean = 7.3/10
- The average increase in confidence was 17.7%
- On average, participants went into the training more confident than not to step in as an active bystander and left even more confident after the training. This suggests movement from analyzing situations to feeling capable of acting.

Participant Feedback

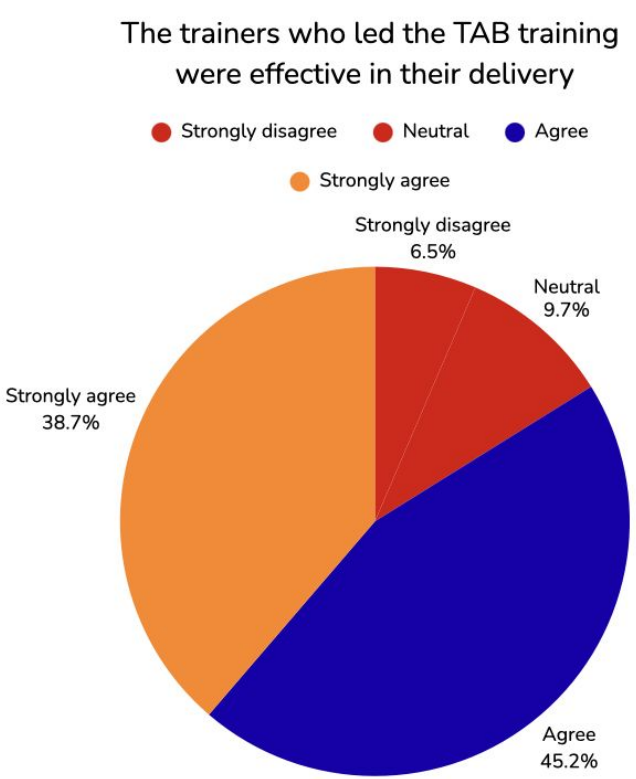


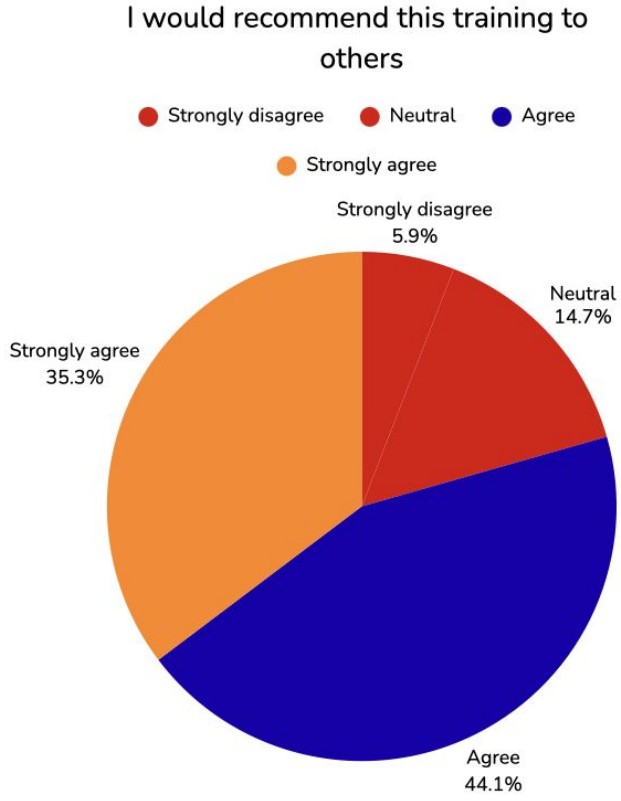


Participant Feedback

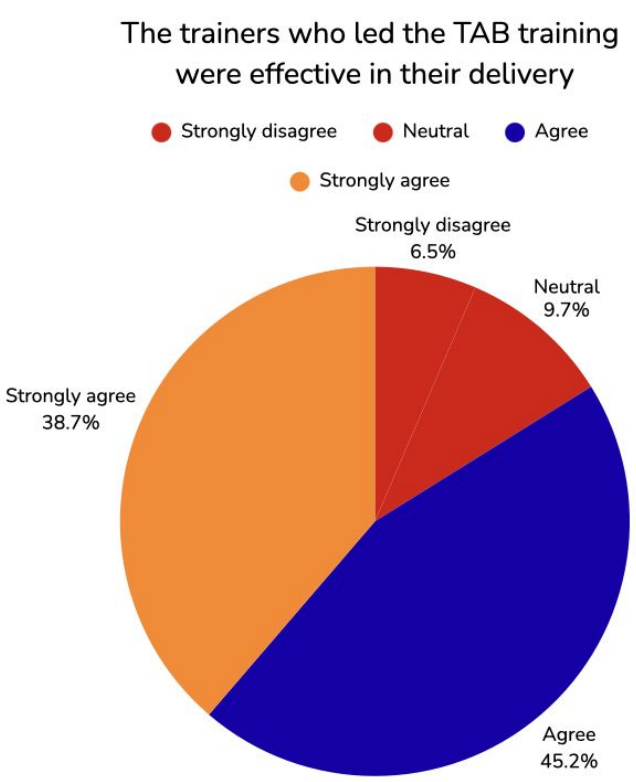


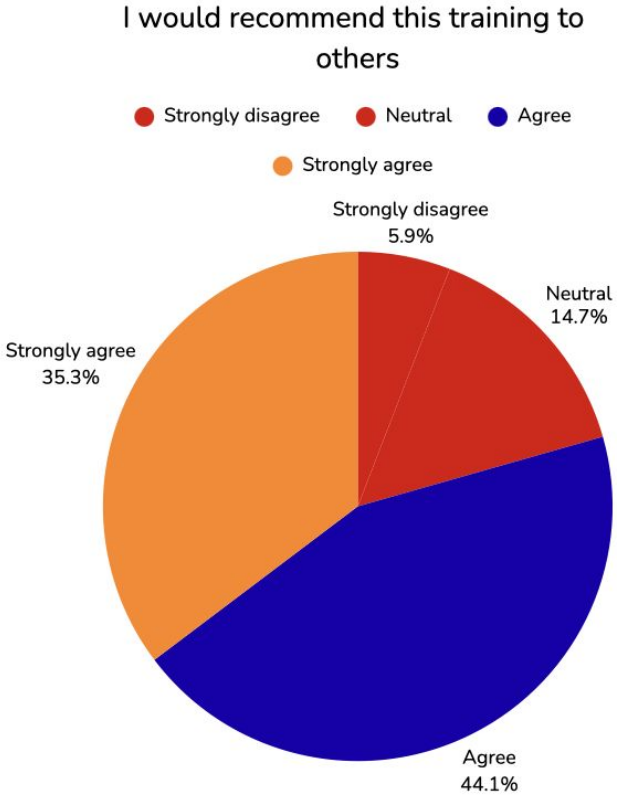
Participant Feedback





Participant Interest In TAB





Participant Feedback Interpretation

- Participants felt that the trainers delivered the materials effectively.
- Most participants would recommend the training to others, indicating perceived value, relevance, and applicability of the content. A small number of neutral or strongly disagree responses may reflect individual preferences or readiness for the material.
- The most valued segments of the training focused on barriers, promotion of active bystandership, and recognizing helpful and harmful behaviors.
- Approximately 28% of respondents want more trainings, indicating strong engagement and the potential for continued learning opportunities.

Overall Findings

The Training Active Bystanders Workshop was designed to:

1. Increase participants' understanding of active bystandership
2. Build confidence in recognizing and responding to harmful situations
3. Promote practical skills for analyzing situations, acting in the moment, and recruiting allies
4. Deliver content effectively and engage participants in relevant and valuable learning experiences

Survey results demonstrate meaningful shifts across all key areas. The training effectively increased knowledge, skills, and confidence for active bystandership. Participants are more prepared to analyze, act, and engage allies when harm occurs, and feedback indicates high satisfaction and applicability of the content. The results also show a strong potential for continued skill development and broader community impact.