



**Here for the Music Sexual
Violence Prevention Team
Discussion Guide**

Introduction

The purpose of this document is to provide structure to debrief the online training with your staff team, or a subset of your staff team (security, FOH, team leads, etc). The online format is meant to be flexible and to meet people's different schedules, learning styles, and pace of learning. However, discussing the training as a company or department can help build a culture of safety and accountability, as well as provide opportunities for additional practice and company-specific questions that may have come up during the training.

Next, we provide you a sample agenda with suggested goals and time allocations that you should tailor to your needs. We anticipate the discussion questions and library of additional practice scenarios to be of the most value to you and your team's continued learning.



Suggested Goals & Agenda

Goals:

1. Ensure staff understanding of company policies and protocols and how to apply them
2. Build a culture of safety and accountability on staff team
3. Enhance sexual violence prevention learning through discussion
4. Increase staff violence prevention and response skills through additional practice

Suggested Company Debrief Meeting Agenda:

Reviewing your specific company policies and protocols in detail is vital since the online training isn't able to cover this in detail. We recommend sending these policies in advance so that people have a chance to review them first. The rest of this agenda provides a framework and discussion questions that you can adapt to your needs.

- Solicit questions that came up during the online training (5 min)
- Review Company Policies and Protocols together (15 min)
 - Check for understanding of how this applies to prior incidents
 - Check for understanding of how this applies to employee and contractor incidents
 - Clarify who can receive reports
 - Clarify who must report known incidents
 - Clarify documentation requirements
- Review Continuum of Behaviors and Anti-Bias Framework (10 min)
 - [Download Continuum and Framework Graphics here](#)
 - Purpose: to help us identify harmful behaviors sooner in order to prevent violence
 - Discuss questions that came up, and offer a chance to ask additional questions on these two tools. For any questions you are not able to answer, please reach out to hereforthemusic@callingallcrows.org
 - Discussion questions:
 - What patterns of behavior have you seen in our workplace that might fall under non-mutual or harassment that would benefit from earlier and more proactive intervention?
 - What barriers exist for you personally, at the company level or at the industry/culture level that we could help address as a team/company in order to support a more proactive safety culture?

- Additional Practice Scenarios: Intervention (5-30 min)
 - [Download D's of Intervention Graphic here](#)
 - Purpose: to practice applying our Anti-Bias Framework and D's of Intervention
 - Discuss questions or comments that came up, and offer a chance to ask additional questions about the intervention scenarios
 - Discussion questions:
 - **Are there other types of scenarios you would like to practice together?**
 - Manager: Select 1-5 additional scenarios from our library to practice in small groups, then debrief together
 - Small group instructions:
 - Come up with an actual, possible intervention for each "d" from the perspective of your roles
 - Choose what strategy or combination of strategies you would be most likely to deploy
 - Share out with the large group, ideally by roleplaying
 - Large group discussion questions:
 - Which D (or D's) did they use in this scenario?
 - What were you concerned about in this scenario? Use the Anti-Bias Framework to explain if helpful.
 - What led you to choose your specific intervention strategy?
 - How might your intervention selection change if you were in a different role?
- Additional Practice Scenarios: Response (5-30 minutes)
 - Purpose: to practice applying our Intervention Strategies and Response Skills
 - Discuss questions or comments that came up, and offer a chance to ask additional questions about the response scenarios
 - Discussion Questions:
 - **Is there additional information you need to be able to respond if a patron, vendor, or colleague reported harmful behavior to you?**
 - **Are there other types of scenarios you would like to practice together?**
 - Manager: Select 1-3 additional scenarios from our library to practice in small groups, then debrief together
 - Small group instructions:
 - Come up with an actual, possible response from the perspective of your roles
 - Choose what strategy, or combination of strategies, that they would be most likely to deploy
 - Share out with the large group, ideally by roleplaying
 - Large group discussion questions:
 - Did you see all steps in the response framework? What were they?
 - What led you to choose this response?
 - How might your response change if you were in a different role?