DE-ESCALATION & ACTIVE BYSTANDER TRAINING DIRECTORY: CALIFORNIA

What is conflict de-escalation and bystander training? These trainings vary in their methods, but all have the aim of empowering individuals, including bystanders, to prevent the escalation of conflict.

More information on how to use this resource is below.

TRAININGS IN CALIFORNIA

The Council on American–Islamic Relations
San Francisco Bay Area (CAIR–SFBA)

CAIR–SFBA’s bystander intervention trainings teach participants about the history and principles of non-violence, and allow the space to practice specific de-escalation techniques as a bystander in a variety of scenarios. During the session, participants can learn hands-on skills to de-escalate a hate incident before it leads to violence, support the person being targeted, and create a safe space. CAIR–SFBA also offers a training called "Identifying and Interrupting Microaggressions Training", which teaches participants how to effectively intervene when witnessing a microaggression.

Contact Usmaan Alloo (ualloo@cair.com) for customized training information

San Francisco & the Bay Area
Virtual offerings

Book a workshop
Kit Bonson has been an activist and organizer for over 40 years, primarily working on peace and justice issues as well as reproductive rights issues. In 2010, she co-founded the Montgomery County Civil Rights Coalition in Maryland. Now based in California, she created a Bystander Intervention training in response to the increase in hateful incidents during the 2016 election. This training is comprised of a leader script and handouts that have been used by activists and organizations across the U.S. in the past 6 years to bring together their communities. Bonson also offers a "Training for Trainers" script. The training can easily be modified to focus on specific community needs or recent events. Kit has presented this bystander intervention training to thousands of people, as well as hundreds of new trainers.

**The Conflict Resolution Center of Santa Cruz County (CRC)**
CRC cultivates peace in the community by providing tools, training, and a guided process for people in conflict. CRC’s trainings are designed to help individuals and groups gain a better understanding of conflict, why it happens, and how to address conflict in a more effective, constructive way that garners more positive outcomes.

- **Santa Cruz County**
- **Contact info@crcsantacruz.org for customized training information**
- **Virtual offerings**
- **Upcoming trainings**

**Kit Bonson**
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- **Central Santa Barbara & statewide**
- **Contact Kit Bonson (kbonson@earthlink.net) for customized trainings**
- **Virtual offering**
Doug E. Noll

Douglas E. Noll, JD, MA teaches de-escalation tools based on neuroscience. Noll has 22 years of experience as a commercial trial lawyer, peacemaker, mediator, author, and trainer. From these experiences he has gained the skills necessary to train de-escalation in a variety of scenarios. Noll is a cofounder of the Prison of Peace project, which trains incarcerated individuals to be mediators to stop prison violence.

Central Sierra Nevada & statewide

Contact Doug Noll (doug@dougnoll.com) for customized trainings

Virtual offerings

Upcoming trainings

National Conflict Resolution Center (NCRC)

The National Conflict Resolution Center is built on the principle that every dispute has a resolution. As such, the NCRC serves a variety of public and private sector communities. NCRC provides the resources and training to help people, organizations, and communities manage and solve conflicts with the highest possible degree of civility and equitability to all parties involved. In recent years, NCRC workshops have focused on inclusive communication, effective bystander intervention, and a comprehensive certificate program for workplace leaders.

Statewide

Contact Ashley Virtue (avirtue@ncrconline.com) or Daniel Orth (dorth@ncrconline.com) for customized trainings

Virtual offerings

Upcoming trainings
DC Peace Team (DCPT)

DCPT provides training in nonviolent strategies and tactics including de-escalation and bystander intervention techniques. Additionally, they provide unarmed civilian protection and accompaniment in local communities and public events such as rallies, protests, and demonstrations.

- Request information about customized trainings
- Upcoming trainings
- Virtual offerings

Training Active Bystanders (TAB)

TAB is an innovative evidence-based program that trains participants on active bystander competencies and leads discussions on response plans in their communities. Their experienced trainers teach, ‘Training Active Bystanders’ workshops and trainings for trainers. The experienced Veterans Mediation trainers teach, communications, problem resolution, and mediation.

- Request information about Active Bystander trainings, communication trainings, and Veteran Mediation trainings
- Upcoming bystander intervention trainings
- Virtual offerings
**NATIONWIDE OR VIRTUAL TRAININGS & RESOURCES**

**Right To Be**
Right To Be is a movement–building social justice organization that focuses on turning care for each other into simple, creative, and effective action. Its mission is to train communities to build a world free of harassment and filled with humanity.

- Request information about customized trainings
- Upcoming bystander intervention trainings
- Upcoming de-escalation trainings
- Guide to the 5Ds of bystander intervention

**Vision Change Win**
Vision Change Win is a Black-led, queer and trans group of social justice professionals who provide consulting and program offerings for groups committed to movements for liberation. They offer a Community Safety Training series, which is a three-part workshop focused on introducing verbal de-escalation, direct action, event safety protocols, and the basics of organizational safety. These fundamentals of community safety are taught from an abolitionist and anti-oppression framework, focusing on how we can keep ourselves and our communities safe without relying upon the state. Individuals or groups committed to these values are welcome to register for trainings, offered every 2nd, 3rd, and 4th Wednesday of the month on Zoom; Scholarships are available.

- Contact info@visionchangewin.com or Vision Change Win for customized trainings
- Upcoming trainings
NATIONWIDE OR VIRTUAL TRAININGS & RESOURCES

Cybersecurity & Infrastructure Security Agency (CISA)
A U.S. federal agency that aims to understand, manage, and reduce risk to cyber and physical infrastructure including election infrastructure.

- Election Security report — provides information on physical security preparedness at voting locations and election facilities.
- Personal Security Considerations fact sheet — outlines basic security measures to mitigate threats to personal safety.
- De-Escalation Series and the Power of Hello resource — provides information for critical infrastructure staff to identify potentially escalating situations, safely disengage, and report.
- Active Shooter Preparedness video — demonstrates possible actions that individuals can take if confronted with an active shooter scenario.

Community Relations Service (CRS)
A component of the Department of Justice, CRS works with community groups to resolve community conflicts, as well as to prevent and respond to alleged hate crimes. CRS trains representatives from government, faith organizations, law enforcement, civil rights groups, and other community organizations.

- Request information about customized trainings
- Learn more about CRS' training programs

For a full list of nationwide trainings visit, bridgingdivides.princeton.edu/community-resources/de-escalation-resources
WHO SHOULD USE THIS RESOURCE?

De-escalation and bystander intervention resources are intended to support efforts at the local level to prevent and mitigate potential violence, harassment, and abuse.

**Local officials** such as city council members, school board members, election officials, and poll workers may want to consider utilizing de-escalation and bystander intervention tools to prepare for potentially contentious public meetings and election administration.

**Volunteers and community members** who are planning to attend potentially contentious meetings may use these resources to prepare and strategize personal roles and techniques to recognize and de-escalate conflict.

See BDI’s de-escalation guides for [local officials](#) and [poll workers](#).

If your organization offers trainings like these, please reach out to [bdi@princeton.edu](mailto:bdi@princeton.edu) to be added to the directory.
Anyone (active bystander) can de-escalate tensions or harmful behavior by drawing on the CLARA method. However, before engaging in de-escalation, it is important to assess the situation, including your safety and others. Conflict de-escalation is not a technique that is appropriate for all circumstances.

**CLARA**

- **Calm and Center Yourself**: Check in with yourself, appear calm, centered, and self-assured even if you don’t feel it. Avoid pointing, crossing your arms, or other more aggressive postures.

- **Listen**: Let the person vent and be sure to listen explicitly for feelings, needs, or values.

- **Acknowledge**: Begin by acknowledging the feelings, needs, or values you have heard. [Not about agreeing with their position, statement, or behavior.] ex. “I sense your aggravation at this situation. I hear your concern for safety.”

- **Respond**: After acknowledgment, if there is a further threat of harassment or violence, offer open-ended or choice questions; address the issue; make a clear request or proposal. ex. “Will you tell me more about your concerns?” or “I understand you have every right to feel angry, but it is not ok to threaten people here.”

- **Assess**: Trust your instincts: If de-escalation is not working, STOP & GET HELP.