



Led by civil rights activist Dr. Richard Lapchick, the Institute for Sport & Social Justice (the Institute) has harnessed the transcendent power of sport for social change for over 35 years. Our work in co-developing the Mentors in Violence Prevention (MVP) model placed us in the vanguard of the Gender-Based Violence (GBV) prevention field by creating innovations around: engaging men, the bystander approach, men and women working together, active-learning strategies and many more. Specifically, our experience in sports culture has been pioneering.

Our Huddle Up to End Gender Violence programming specializes in impacting athletic organizations through leadership-based education. Huddle Up is designed on best practices developed over more than three decades of delivering GBV prevention & education trainings with professional, college, and high school sport. Critically, we've learned how to make impact in sport organizations, to actually move the needle by providing tailored content, strategies, and skill-development. Through Huddle Up, we inspire leadership, increase trust, and elevate the culture of an organization.

## HUDDLE UP MOVES THE NEEDLE

From locker rooms to sport executive suites, we have learned many lessons and developed best practices for effectively addressing the full continuum of abusive behaviors and empowering participants to understand how misogynistic language, sexual harassment, gendered bullying, sexual assault, rape and domestic violence are linked together. Our experience informs us that, notwithstanding some incremental progress in sports culture, another innovation is needed to help a sports world that is struggling to gain any real traction in dealing with gender violence. Huddle Up is that innovation.



Huddle Up trainings strive to create a healthy tension by appropriately challenging participants to understand and embrace the necessity of their action as a teammate, colleague, friend, and proactive bystander when faced with these issues. Huddle Up provides a paradigm shift in attitude about these issues and then empowers participants with concrete options for intervention in real-life situations.



The following characteristics propel Huddle Up to be unusually effective:

- **Experience:** Huddle Up trainers have extensive experience in working with the most difficult-to-reach groups. We've impacted groups among all of the major US professional sports leagues including MLB, NBA, NFL, MLS, WNBA, NHL, MLL, NASCAR, and USTA; over 300 college athletic departments; over 150 high schools; all branches of the US military, and the Australian Army.
- **Our Huddle:** Huddle Up trainers have an insider's understanding of sport culture combined with over 30 years of lessons learned on the most impactful strategies to address GBV. The Institute team is a diverse group of former athletes, coaches, and staff. Our trainers have the unique ability to gain the attention & trust of athletes, coaches, staff, and leadership. This is our work.
- **Dynamic Engagement through Active Learning:** Huddle Up trainings are driven by active learning strategies that maximize interactive dialogue and enhance participant learning. Huddle Up trainings bring expert facilitation, relevant & thought-provoking content, targeting different learning styles, and focused on skill building impact.
- **Skill Building:** Huddle Up is an industry leader and has been on the cutting-edge since the early nineties, introducing the **bystander approach** to the GBV prevention field – having since developed a deep understanding of it through thousands of training sessions. We teach concrete bystander skills for use in the most difficult situations. Huddle Up inspires participants to have the courage to challenge behaviors on all levels of the continuum of abuse.
- **Community Building & Belonging:** Every team or organization provides an opportunity to build culture and community. Huddle Up creates spaces of belonging for participants to learn from one another and grow together. Learning common language and expectations for each other empowers participants to live the values of the group. Huddle Up works with men and women in both mixed and single gender sessions.



## HUDDLE UP TRAINING OPTIONS

The foundation of all Huddle Up trainings is leadership – challenging participants to step up, especially in difficult social situations. This foundational thread is woven into all Huddle Up trainings. Participants will also understand bystander intervention as a tangible strategy to operationalize their leadership.

### Healthy vs. Abusive Relationships

What does a healthy relationship look like? What are examples of emotional abuse in an intimate relationship? How would you support or challenge someone who is in an abusive relationship (as either a victim or a perpetrator)? Participants grapple with questions like these to make this conversation real. In this session participants explore characteristics of both healthy and unhealthy relationships. Learners will brainstorm examples of each and learn to identify warning signs of unhealthy or abusive behaviors with particular attention paid to control, manipulation and isolation. This session will empower participants to foster healthy relationships while developing concrete skills for preventing or interrupting abusive situations involving teammates, colleagues, or friends.

### Gender Roles & Destructive Behavior

This session begins with learners reflecting on their personal core values and how they live those values through the type of person they want to be. Following this affirmative discussion, the session will challenge participants to share the social and personal obstacles they feel can sidetrack them in living authentically. They will explore stereotypical gender roles of what it means to be a “real man” or “real woman” in our culture and how those norms can lead people to destructive behavior. We will consider how those mainstream messages impact their interactions with people in social settings. Learners will develop action plans for living authentically and representing alignment with their core values.

### Sexual Respect

This session deals “head-on” with the issue of sexual behavior and sexual consent, and what sexual respect looks like. Importantly, Huddle Up facilitators will discuss the issues surrounding alcohol and sexual consent. This is a highly realistic and common dynamic in which many people have been participants, observers, or possibly survivors of assault. This session will examine the dangers and consequences of abusing alcohol and other drugs as they relate to sexual decision-making along with how gendered expectations regarding sex can add a problematic layer. By emphasizing the importance of clear and effective communication, learners are challenged to focus on the options available to them and the responsibilities of all parties involved.



## HUDDLE UP TRAINING OPTIONS CONTINUED

### Sexual Harassment & Power of Language

Understanding the full continuum of abusive behaviors, and how they work together to create a toxic environment, is a critical first layer of knowledge for people to take any gender violence issues seriously. In this session participants will discuss how demeaning and objectifying language creates a foundation for harassing and abusive behavior. Facilitators will center sexually harassing behavior as a lens to view the power of language, the danger of normalizing abusive behavior, and how acts of physical violence start with the silence of friends and teammates. The learners will also consider a scenario where they witness their peers engaging in sexual harassment and determine a range of strategies for addressing this behavior.

### Sexism in Sport Organizations (Staff)

Sexism provides the larger context for all discussions about GBV. This session, created for staff and coaches, highlights the challenges many sport organizations are facing as they bring more women into their culture. Sport cultures have historically been male-dominated and 21st Century sport workplaces need to proactively evolve their culture as opposed to asking women to assimilate into a community built for men. This session engages learners in discussion regarding the impact sexist jokes, language, and misogynistic behaviors have on their workplace culture – especially for women. Understanding the cascading negative impact this behavior has on a team's goals empowers participants to show up differently in these situations moving forward. The session will conclude with workplace scenarios involving sexist behaviors and allows participants to develop and action plan to address this type of situation.



### Contact Information

**For more information about Huddle Up and to learn more about Huddle Up services for sport organizations, please contact:**

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