

### **WCUStands Train-the-Trainer Report**

As outlined in our proposal, the purpose of the program was to train student trainers for WCU Stands. The WCU Stands group and rapid response network were established to distract, diffuse, document, and disrupt hate groups that come to campus. The training that has taken place so far has been conducted by Drs. Dean Johnson and Liam Lair. The goal of this program was to bring in an outside facilitator to help train students who could then train other students to do the work. As a result of the funding provided by the Innovation in Diversity & Inclusion grant, we met each of these goals and held an incredibly successful program.

We originally intended to invite Matt Guynn to help lead the training. He was unable to travel because of COVID-19. Thus, we invited two trainers from an organization based in D.C: DC Peace Team. This was beneficial for two reasons: 1) students can remain connected to the trainers since they are located locally and 2) it served the students well by having two trainers with different styles, helping to reach and engage students, staff, and faculty in different ways.

DC Peace Team's mission is to "empower ordinary civilians to become nonviolent people so we can better resist injustice, and thus, build a more sustainable just peace. Herein, we seek to scale-up the practice of Unarmed Civilian Protection (UCP) and Accompaniment." Following this charge the two trainers, Eli McCarthy and Eliane Lakam, led 9 of us in two full days of training. The first was a day focused on bystander intervention and the second focused on unarmed civilian protection. We spent the first half of each day with Eli and Eliane training us and then the second half learning how to provide the training to others. While the attendance was lower than expected (we were hoping for 15), the smaller numbers allowed for deeper relationships and connections among attendees. The trainings began at 9a and ended at around 5:30p on Thursday and Friday, April 28<sup>th</sup> and 29<sup>th</sup>. On April 28<sup>th</sup>, besides Eliane and Eli, the following students, staff, and faculty were in attendance: Liam Lair, Jennifer Bollinger, Danielle Iapalucci, Victoria Mayer, Meg Hazel, Taylor Enterline, Shelby Lewis, and Leah Tobin. On April 29<sup>th</sup>, the following were in attendance: Liam Lair, Jennifer Bollinger, Danielle Iapalucci, Victoria Mayer, Meg Hazel, Shelby Lewis, and Sara Hinkle. The trainers were in touch with two students previous to the training to address the specific needs of West Chester University.

While we did not use formal surveys, the trainers asked each participant to complete surveys of their overall experience and it was overwhelmingly positive. Additionally, Dr. Lair has followed up personally with several students and we are planning to schedule a training (which two students will lead -most likely Shelby and Taylor) in the fall. Dr. Lair has also been in touch with other colleagues and we are in conversations with DC Peace Teams to invite them back to lead a train-the-trainer for their restorative justice circle training, and to continue to build relationship with the organizations (hopefully facilitating student interest in continuing this work post-graduation. Lastly, because there was such a cross-section of students, staff, and faculty in attendance, Dr. Lair has been in conversations with Dr. Hinkle and Leah Tobin to consider ways to formalize some of the lessons and create more awareness of how we might respond to hate on campus.

Funding, with additional support from Peace & Conflict Studies and Women's & Gender Studies, allowed us to pay the trainers' fees, lodging, and travel, catering for lunch for the group, as well as snacks for the group in the morning and afternoon.