

NEWSLETTER

JANUARY TO DECEMBER 2024



UNIVERSITY COLLEGE CORK

Bystander Intervention Week 2024

Every February we host Bystander Intervention Week on campus to highlight the issue of sexual violence and harassment and promote the Bystander Intervention programme.



BYSTANDER WEEK INFORMATION STANDS

Bystander Intervention Week is an annual opportunity to highlight the issue of SVH, promote the Bystander Intervention programme as an evidence based training programme to educate and empower UCC staff and students to challenge unacceptable behaviour, collaborate with community partners, and create awareness of support services. We were joined by colleagues from; Staff Wellbeing; EDI; Student Counselling; Student Health, as well as our Student Union reps. As ever we were delighted to have the support of UCC Registrar Professor Stephen Byrne. The information stand is a great opportunity for the UCC community to engage with our community partners, the Gardai and Sexual Assault Treatment Unit who were present on the day.

UCC Innovation & Research Award

UCC INNOVATION AND RESEARCH AWARDS

UCC's Bystander Intervention engagement with the Irish Defence Forces, delivered by Professor Louise Crowley and Bystander Intervention Program Manager, Celine Griffin, in the School of Law, was awarded Consultancy Project of the Year. The UCC Bystander Intervention programme is well recognised nationally as a meaningful response to the issue of sexual misconduct and violence. The specialist expertise and knowledge of UCC's Bystander Intervention team were used to develop and deliver bespoke in person Sexual Ethics and Respectful Relationships training to personnel of the Irish Defence Forces across the country.

Professor Louise Crowley, Director, UCC Bystander Intervention delivered SERR (Sexual Ethics and Respectful Relationships) training to members of the Irish Defence Forces at their 16 locations nationwide. Training commenced in September 2023, with 68 workshops delivered over 9 months for all ranks of the Irish Army, Naval Service, Air Corps and Reserves.



Brigadier General Rossa Mulcahy & Prof Louise Crowley
Photo: Mark Condren



Professor Crowley met with Tánaiste and Minister for Defence Micheál Martin during Bystander Intervention week '24 at UCC to discuss the ongoing delivery of the Irish Defence Forces Sexual Ethics and Respectful Relationships training.



Photos from the Research awards include: Professor Louise Crowley (Director), Celine Griffin (Manager) Bystander Intervention, Professor John O'Halloran, President, Prof John Cryan, VP for Research & Innovation, Professor Thia Hennessy (Head of College of Business & Law) Rachel O'Leary (Head) Ruth Hargrove (Coordinator) UCC Consulting, with Lieutenant Commander Aoife Campbell, and Lieutenant Colonel Cathal Keohane of the Irish Defence Forces Naval and Army units



Bystander programme workshops

EVENTS & WORKSHOPS ON CAMPUS

The Bystander Programme facilitates workshops for staff and students on campus throughout the year, and also has a presence at internal events.



Respect officers from UCC's 40 Clubs attended a Bystander Intervention workshop (September 2024), they want to ensure UCC clubs are a fun, inclusive and respectful environment for all.



Bystander training promoted at Tyndall's Internal Conference



Le Cheile Students



Tyndall Summer Fellows



Staff Wellbeing event



Tyndall Postdoc workshop

HEA FUNDING

We are delighted to announce that UCC's Bystander Intervention programme has received funding to support rollout of the student and staff training across the Higher Education sector over a two year period, commencing in 2025.

HEA EDI Conference

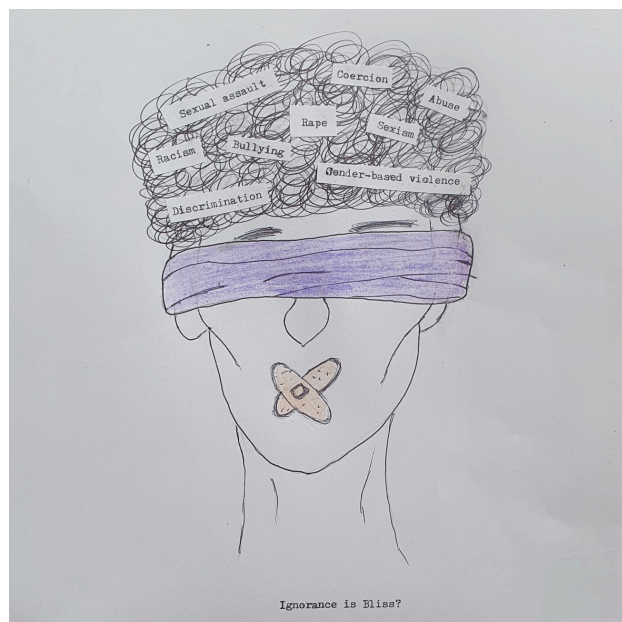
HEA EDI CONFERENCE APRIL 2024

Participants on the Bystander programme submit a reflection piece to achieve their digital badge. Some of this work was proudly displayed on posters during the HEA EDI Conference.



One of my most significant learning points from the Bystander Intervention programme was the fact that one person has the power to change the course of events by stepping in when they see something wrong. By intervening, even in a seemingly small way, you can break the chain of events that would have been allowed to unfold.

This watercolour painting is my depiction of this learning point. The dominoes represent the chain of events that, if left to continue unimpeded, will eventually lead to harm. The figure crouched in front of the last domino is curled up in a vulnerable position, and the person stepping in to stop the domino from falling could be any one of us as a bystander.



Often have we heard it said that ignorance is bliss. People often feel that if they know nothing about something, they cannot be troubled by it. People often do not see the need to learn about things that they believe will not affect them.

The Bystander Intervention programme made me realise that knowledge is power. By staying silent, we engender future violence and discrimination. In opening our eyes and ears, we can better understand sensitive issues, such as rape and gender-based violence, that affect people of all genders and all ethnicities. In opening our mouths, we open the conversation which can help to end the stigma that surrounds them.

My drawing tries to encapsulate this. The person's gender is ambiguous which portrays that people of all genders can be affected by issues, such as rape, coercion, gender-based violence and racism. Likewise, people of all genders are responsible in acting as active bystanders to help put an end to the issues. If you remain ignorant and refuse to speak, as the person pictured is, the issues will not go away, as shown in the drawing. Though they may not directly affect your everyday life, they are still a problem – one that you could help end if you only opened your eyes, ears and mouth.

External Training

BYSTANDER INTERVENTION WORKSHOPS FOR WORKPLACE SETTINGS

Bystander Intervention presentations and workshops are available for organisations and workplace settings. These bespoke workshops are tailored to the needs of the organisation. Enquiries to: bystander@ucc.ie

ARTHUR COX

11 workshops were delivered for Arthur Cox during 2024, with 281 participants from the firm in attendance. Workshops will continue in 2025.



Louise O'Byrne, Partner in Arthur Cox Employment Group and ED&I Partner Sponsor, hosted a lunchtime discussion with Professor Louise Crowley. The discussion covered a range of topics which focused on the theme of the 2024 International Women's Day - "Inspire Inclusion" - and how we can deal with conflict in the workplace when it arises.

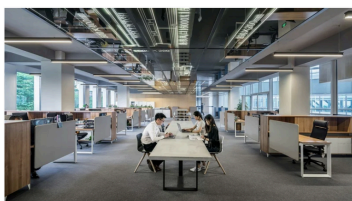
NORTHERN IRELAND STRATEGIC INVESTMENT BOARD

Professor Crowley delivered two workshops for members of Northern Ireland's Strategic Investment Board, workshops continue in 2025.



How to help someone being bullied or harassed in your workplace

Updated / Wednesday, 10 Apr 2024 12:37



The average person will spend more than 5,500 days at work, so toxic behaviour in the workplace can have a big impact on your wellbeing. Photo: Getty Images (Stock image - photo posed by models)

RTE BRAINSTORM

Professor Louise Crowley submitted an article to RTE Brainstorm on the efficacy of bystander intervention training to challenge a toxic workplace environment.

<https://www.rte.ie/brainstorm/2024/0410/1442669-workplace-bullying-harrassment-toxic-behaviour-bystanders/>

External Engagement

MOVE IRELAND CONFERENCE

MOVE Ireland hosted a conference titled 'From Harm to Hope, building collaborative approaches for a safer Ireland' in June 2024. This event was themed on building on and supporting collaboration across state agencies, specialist services and educational programmes to address to male domestic violence.



NMCI WELLBEING DAY

During 2024 wellbeing week at the National Maritime College of Ireland (NMCI), cadets received a presentation on the Bystander Intervention programme. A brilliant event highlighting the issue of sexual violence in the maritime sector with an impressive with fantastic engagement from students and staff at NMCI.



UCC's Bystander Intervention Manager delivered a presentation to NMCI students. Organised by Paul McCarthy, NMCI Counselor, other speakers on the day were Ciara Mulcahy Linehan, MTU, Dr. Karen Weekes and James Chalk, Safer Waves

All Right All Night National Project

ALL RIGHT ALL NIGHT YOUTH PROGRAMME

The All Right All Night national campaign was developed by UCC Bystander Intervention and funded by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Check out our promo videos in both Irish and English via TikTok

- [All Right All Night \(Irish\)](#)
- [All Right All Night \(English\)](#)



ON NIGHTS OUT —
LET'S LOOK OUT FOR EACH OTHER

The training aimed at 16 - 24 year olds will support young people to be empowered with the right knowledge and skills to look out for one another as 'Active Bystanders' so everyone can have safe and fun nights out.



Members of Kilcoole GAA & LGFA

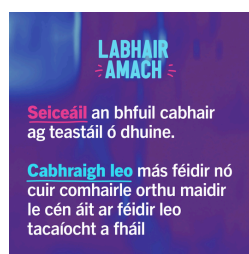
Training options include - facilitator training to deliver:

- 6 module programme for secondary schools
- 2.5 hour workshop for sports clubs /youth clubs or organisations

A 1 hour online training available on the All Right All Night website for over 18's



Dublin Legacy '24



All Right All Night National Project

Feedback from secondary school staff who attended facilitator training to deliver All Right All Night at their schools:

- It's phenomenal
- Very knowledgeable and engaging facilitator.
- I really enjoyed the training. It's very valuable. Facilitator was very knowledgeable and clear when explaining and answering our questions. Thank you
- Thoroughly enjoyed it. Very engaging
- I really enjoyed the training. Some aspects were a bit upsetting but it's such an important aspect of our society we need to address and actually gives us as teachers an opportunity to have a big impact on young people.
- Great content and delivery
- Very enjoyable and excellent content.
- Excellent training. Thank you
- I found this really helpful- thank you!
- Excellent day, very informative.
- Session was very good!
- This was absolutely brilliant!
- Training was terrific.
- Fab, i loved it.
- Excellent. Practical
- Loved it!
- Brilliant training.



Photos from secondary school staff
facilitator training nationwide

Online
training

ONLINE TRAINING young people
aged 18 - 24 available through the
All Right All Night website from April 2025

ALL RIGHT ALL NIGHT - CONTACT

To find out more about All Right All Night training for your school or youth organisation / sports club:

info@allrightallnight.ie or bystander@ucc.ie

www.ucc.ie/en/allright-allnight/

National and International impact



Professor Crowley was presented with a 'Women of Vision Award 2024' by Miriam O'Callaghan



Professor Crowley delivered a presentation on the importance and impact of Bystander Intervention training to the Women in Medicine in Ireland Network annual conference at Queen's University Belfast.



Professor Crowley was invited to present at the Student Law Society 24th annual conference on the historical context for the somewhat reluctant development of DV protections under Irish law. Women's Aid were the conference charity partner.



Professor Crowley speaking at the launch of the MOVE Ireland (Men Overcoming Violence) Annual Report 2023 and Strategic Plan 2025-2029 at the Mansion House

Thank you for reading our newsletter, which captures the highlights of 2024

To follow our work more closely, please check us out on our socials.

The following is a link to the resources page on our website where you can read our impact reports and listen to the programme Director Professor Louise Crowley's extensive media coverage during 2023

<https://www.ucc.ie/en/bystander/resources/>

Contact us: bystander@ucc.ie



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