

# Good Night Out

Industry Guide



## Ashtyn

**Bevan** brings to the project a BA in Communications from SFU and strong capacity in the creation of communication strategies for social change.

She was inspired by the work of the UK Chapter of Good Night Out while doing a semester abroad and was the force behind establishing a chapter in Vancouver.

Ashtyn creates and implements creative messaging and awareness campaigns for Good Night Out, trains and schedules the volunteer team and acts as venue liaison.

## Stacey

**Forrester** worked a community health nurse for 10 years before her interest in safe public spaces lead her to transition into the field of community and social planning. She is currently back at school at UBC, focusing her studies on the intersection of identity and determinants of health within the urban environment.

She was a nominated for a Government of BC Community Safety and Crime Prevention Award in 2015 for her work in the area of women's safety in the public spaces of Vancouver.

Stacey leads the education program of Good Night Out, creating curriculum and leading training sessions for the community.

# Who we are

Good Night Out Campaign is an local chapter of an international initiative dedicated to raising awareness about sexual harassment and assault.

Whether you are a small local bar, a large scale multi-venue organization, a restaurant, or a music festival, the set of tools we offer enables staff to handle situations in a controlled manner when it comes to the reporting of problematic sexual behaviour on the premises.

Good Night Out Vancouver was founded out of an awareness of the links between alcohol consumption and sexual violence as well as other aggressive and violent behaviour.

This project was initiated from community concerns that staff and patrons in Vancouver's nightlife industry are often under equipped to recognize or prevent harassment and assault from happening, nor do they always have the skills, resources or time to navigate complaints of this sometimes overt, sometimes "subcriminal" nature.

We support the nightlife and music industry by offering:

- Workshops
- Outreach
- Event harm reduction
- "Train the trainer" modules so new staff and volunteers have the same skills as more senior staff
- Assistance in creating policy



# What we do

“We need people who are specifically trained in preventing and dealing with these situations, so we can create a safer environment for everyone. Door staff and bartenders can attempt to help, but having people who specialize in these situations is absolutely key in keeping this community safer.”

-Vancouver bartender

We work with restaurants, pubs, clubs, art spaces, music festivals and promoters. We also host community workshops on how to have safer nights out.

Our training helps to create a safer environment for both patrons and service staff. We train industry staff on topics such as:

- What is harassment, who experiences it?
- What “risks for perpetuation” exist in your venue, and how can they be mitigated?
- Creating an environment that doesn’t tolerate harassment
- Responding to someone reporting harassment or assault
- Practical tips for dealing with harassment
- Bystander intervention
- De-escalation techniques
- Transformative justice strategies for nightlife
- Creating policy or linking GNO to existing safety policies
- Harm reduction in nightlife



# Training



# How it works

Good Night Out Campaign supports participating premises of any size (including festivals) to undertake a review of all their in-house processes and can also provide you with best practice policy. Participating spaces sign a venue agreement and receive a certification of participation. Our specialist trainers provide a facilitated interactive workshops session for staff. You will also receive follow up material, which can also include training in-house staff to deliver the training to future employees.

## The Good Night Out Pledge

The pledge was developed in consultation with our campaign sisters in London. It is designed to recognize that every venue, pub, bar and club is different, sending a POSITIVE message without creating an atmosphere of unnecessary fear.

It lets patrons know that if anything does cause them concern, they can speak to staff and be helped, thus allowing them to continue having a good night out.



*"We want you to have a good night out. If something or someone makes you feel uncomfortable, no matter how minor it seems, you can report it to any member of our staff and they will work with you to make sure it doesn't have to ruin your night."*

## Participating venues must:

Provide any existing in-house safety policy or procedure for review, or if none exist yet, take on the GNO best practice policies and procedures which we work with you to adapt.

Sign the Good Night Out venue agreement and display the certificate.

Display official Good Night Out posters in appropriate areas (e.g. toilets) and display our training info in communal staff areas.

Agree to be named and linked to on our website

Build the GNO approach into existing general safety policy or through using our material.

Dedicate a segment of staff meetings to brief all staff on the policy and feedback on any issues to GNO team.

## As a Good Night Out Venue, you:

Have staff with the skills to prevent and respond to sexual harassment and sexual assault in nightlife culture.

Have a clear plan in place for when someone comes to you to report problematic behaviour in your space.

Play a proactive role in a greater cultural shift that celebrates the safety and contribution of women, femme, transgender and LGBTQ2 customers and employees to Vancouver's nightlife

A photograph of a hand holding a glass of pink drink on a bar counter. The image is overlaid with a semi-transparent red filter. The word "Why?" is written in large white letters across the center of the image.

# Why?

Stats Canada indicated that 553,000 sexual assaults were reported in 2014, making sexual assault the only violent crime in Canada that is not declining.

The Sex Information and Education Council of Canada reports that alcohol continues to be the most common substance involved in Drug Facilitated Sexual Assault and that 1 in 5 sexual assaults are drug facilitated.

Research has shown that the greater number of people around, the less likely individuals are to act, due to a diffusion of responsibility amongst the crowd. Fostering a community of engaged and concerned bystanders is an effective way for nightlife to prevent sexual harassment and assault.

Criminal Victimization in Canada, 2014, Table 4, Statistics Canada. Available at: <http://www.statcan.gc.ca/pub/85-002-x/2015001/article/14241/tbl/tbl04-eng.htm>

[http://sieccan.org/wp/wp-content/uploads/2015/01/SIECCAN-Sexual-Health-Issue-Brief\\_Sexual-Assault.pdf](http://sieccan.org/wp/wp-content/uploads/2015/01/SIECCAN-Sexual-Health-Issue-Brief_Sexual-Assault.pdf)

Our volunteer team is made up of a diverse mix of people of all genders. They come to us with a variety of backgrounds. While many are students, we also have nurses, social workers, musicians and artists working with us in our mission for safer nights out.

Volunteers receive training in:

- Anti-oppression framework
- Intersectional feminism
- Harm reduction
- Bystander Intervention
- Community Accountability Processes

Volunteers support us in:

- Event harm reduction
- Education
- Board of Directors
- Voting Membership
- Social Media
- Grant Writing
- Outreach teams

...And much more!

We could not do this work without our volunteers!



## We have worked with...

- Red Gate
- Bass Coast Music Festival
- Ground Work Events
- Electric Love Music Festival
- Music Waste
- Foot Werk Events
- Downtown Vancouver Business Improvement Association
- BarWatch
- City of Vancouver
- Simon Fraser University
- Society for the Advocacy of Safer Spaces
- Femme Wave
- Vancouver Police Department
- Capilano Students Union
- Vancouver Art and Leisure



# Rates

This is an approximate guide to our rates. Costs may vary based on your needs and is generally dependent on:

- the level of policy and procedure support required
- number of staff employed
- number and type of premises

Fees for work are split between consultant and trainer time and a donation towards the administrative costs of producing material. Please contact us for a quote.

Good Night Out is 100% not-for-profit and receives no operational funding, so we rely on venue donations to continue our work supporting safer night time economies.

Festival or multi venue promotion company:  
\$500.00

>250 capacity theatre, club or other venue:  
\$350

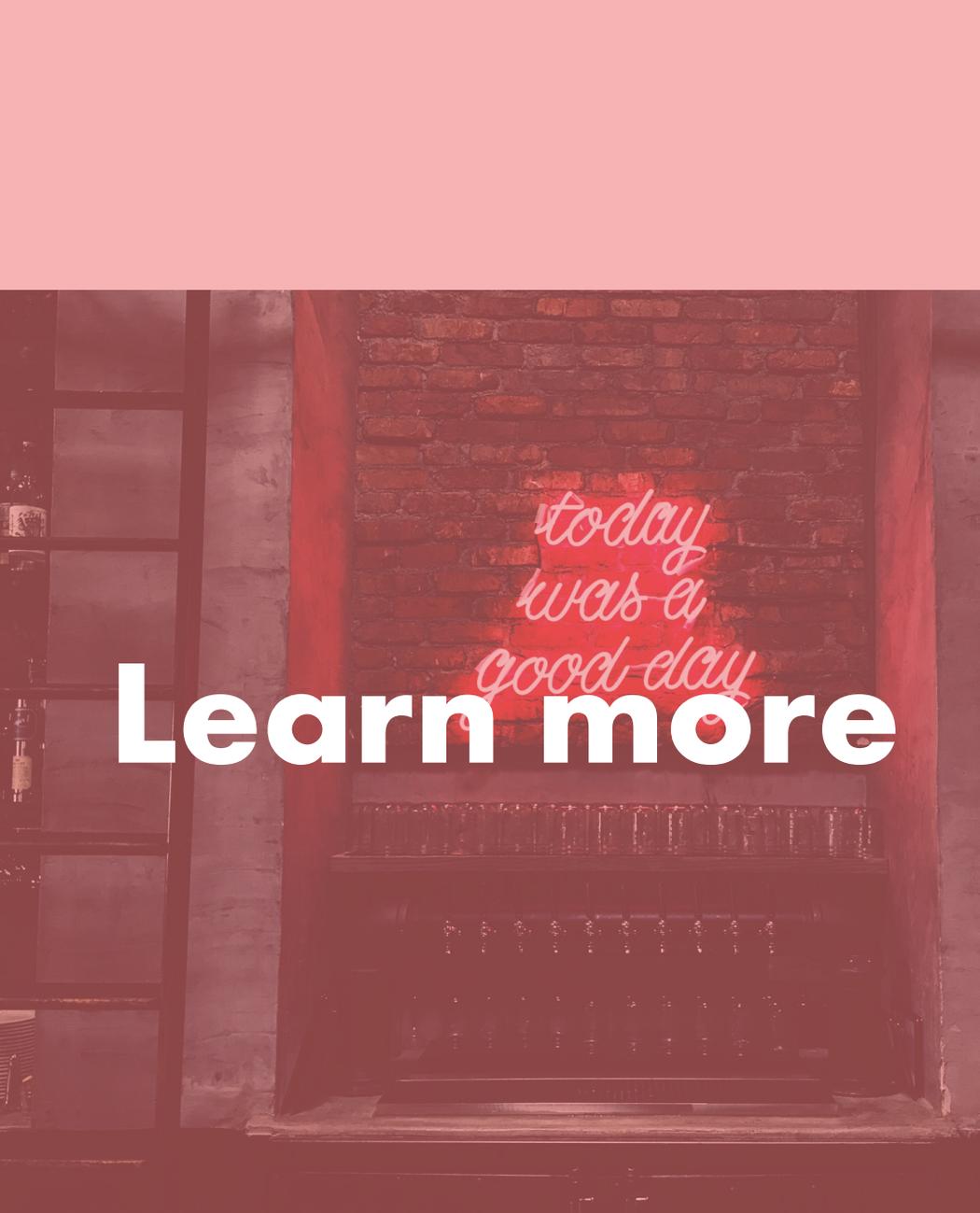
Small scale promotion company, <250 capacity establishment, including restaurant:  
\$300.00

Art space, small venue:  
\$200.00

At event harm reduction rate:  
\$300.00

Comparable not for profit or agency directly supporting the safety of sex workers: skill swap model, or non monetary exchange.

*Workshop fee includes: workshop materials, certificate, listing on our website, social media graphic, assistance with safe/r space statement, sticker for door and posters.*



**Learn more**

There are many training and one time event options to meet your establishment's needs. Please get in touch at [vancouver@goodnightoutcampaign.org](mailto:vancouver@goodnightoutcampaign.org) to discuss.

Press:

[Georgia Straight](#)

[Vice](#)

[Georgia Straight again](#)

[Discorder](#)

Web: [goodnightoutvancouver.com](http://goodnightoutvancouver.com)

Email: [vancouver@goodnightoutcampaign.org](mailto:vancouver@goodnightoutcampaign.org)

Facebook: [Good Night Out Vancouver](#)

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