Online Active Bystander Interventions

What can I do to support Black women online when they experience online abuse?

Additional Questions:

- **Would this support be the same for Black LBTQ+ women who may experience online abuse in a different way?**
- **What allyship and support would you want, if any, including from your friends, followers, colleagues and employers?**

There are many ways to support Black women and those with multiple and intersecting identities:

1 Report abusive posts and content to the social media platform
2 Reply to the victim of the abuse and engage with the post as intended e.g. share their post and magnify their message
3 Send an encouraging message or gif to the victim
4 Encourage them to document the abuse. If it is a hate crime you may want to encourage them to report it to the police
5 Share resources around wellbeing and online safety you've found helpful

Online abuse can be overwhelming and very distressing, even more so if it's targeted at different elements of your identity e.g. being part of the LBTQ+ community. You may also want to recommend that the person talks to other organisations that can give them additional support, in the UK this may include Samaritans, Victim Support, National Stalking Helpline, SARI and Galop.

What support, if any, would I want from my employers if I have faced online abuse?

1 **Provide training** to educate and inform employees about online abuse, digital safety, digital self care, OGBV and related topics.

2 Create opportunities in the workplace for all people to discuss and be informed about and challenged on their behaviour online particularly linked to how to become an online active bystander. Glitch provides training on Digital Citizenship Workshops, Online Active Bystander and Digital Self Care and Self Defence.

3 Creating online resources, new policies on online conduct and allocate funding to support additional learning on how to provide allyship to Black women with multiple and intersecting identities. As well as develop trainings on prevention strategies that can be used to better equip individuals with the tools needed to respond to OGBV in the most effective, supportive manner possible.

4 Form a committee to investigate complaints filed by women and those from marginalised communities in the organisation which includes racist, sexist and gender based online abuse. Ensure that this committee consists of at least one person of colour and/or one person from the LBTQ+ community.

5 Employers can read Crash Override Network for their useful one-pager explaining what employers can do in cases of online abuse against their employees.