

“Breaking the Silence”: Video Discussion Guide

Objective:

This presentation guide is for community-based organizations and clinics that want to train farmworkers about what sexual assault is and their resources for combatting it. It reviews basic concepts related to sexual assault and harassment, as well as basic workplace rights and reporting procedures.

Goal:

The goal of the "Workers Breaking the Silence" video is to provide education to English, Spanish, and Mixteco-speaking farmworkers about sexual harassment, assault, recourse, and basic workplace rights. This guide facilitates discussion on these topics and aims to answer questions farmworkers may have during and after the video, as well as providing reinforcement of important reporting information.

Training Information

Duration: The video and discussion should last 30 minutes.

Participants: Farmworkers, both women and men

Note on literacy: The facilitator should take great care to create an atmosphere in which inability to read is not viewed in a negative light, nor puts any participant in an awkward position. If and when participants are presented with written material, make time to read it aloud. Always ask for a volunteer instead of assigning a participant to read aloud.

Video: This discussion guide is meant to be used in conjunction with the “Workers Breaking the Silence” videos to encourage a deeper understanding of the problem of sexual assault and harassment. There are three sets of videos: Spanish language with Spanish subtitles, Spanish language with English subtitles, and Mixteco language with only explanatory subtitles at the end. This guide may be adapted by presenters to fit their presentation and audience needs.

Additional notes: Farmworker Justice encourages anyone who uses these guides or videos to fill out and submit all presentation and evaluation information in order to help us improve our materials and gain valuable insight into what kind of impact they may have. Please send all information to “Workers Breaking the Silence” Project Director Rebecca Young at ryoung@farmworkerjustice.org.

Presentation Information:

- Name of presenter: _____
- Presenter’s organization: _____
- Location of presentation: _____
- Date of presentation: _____
- Time of presentation: _____
- Duration of presentation: _____

Materials

- Screen to show videos (computer, projector, cell phone, etc.)
- Internet access OR downloaded copies of videos
- Pen
- Sign-in sheet
- Video Discussion Guide

- Fotonovela (and any other handouts)

Discussion Guide

- **Introduction**

Objective: introduce yourself and your organization to workers; introduce workers to the content and format of the presentation.

- Have all participants sign the sign-in sheet. SIntroduce yourself to the participants. If it's a small group or if time allows, ask participants to introduce themselves as well.
- Tell them which organization you represent. Give them a little information about what your organization does.
- Explain that you will show workers a short video about harassment and assault. Let them know that there is a scene they may find disturbing, and let them know that if they feel uncomfortable they may leave, either now or during the video.
- Explain to workers that these videos focus on a worker who is singled out and abused by her supervisor, and how her friends and community organizations are able to support her.
- Explain to workers that after the video, you will time to discuss the video together.
- Explain to workers that, at the end of the presentation, there will be time for them to ask questions.

Knowledge evaluation: video pre-test (2 minutes)

Objective: evaluate how many workers present know that assault and harassment in the fields is a problem.

Note: Before asking the pre-test questions explain that it's not important if they know the correct answers-you are asking the questions to make sure that you (the trainer) present and explain the information in a way that is helpful and clear to all the participants. Also explain that they won't need to write anything down, they will simply need to raise their hands to respond to the questions.

- Count the number of workers present: _____
- Ask the participants to raise their hands if they believe the following statement is true: Sexual assault and harassment can happen to anyone, including me or someone I know.
 - Number who answer "Yes": _____
- Ask the participants to raise their hands if they believe the following statement is true: Sexual harassment and assault is a serious problem.
 - Number who answer "Yes": _____

After doing the pre-test with the group it's time to present the video.

Video Presentation and Discussion (20-25 minutes total)

Objective: discuss how the power dynamics between an employer and employee can have an impact on an employee's willingness to report sexual assault and harassment. Discuss whether workers have seen others encounter sexual harassment and assault and how it made them feel. Discuss how attitudes around sexual harassment contribute to its perpetuation, that it can happen to anyone (men and women alike, loud and quiet, etc) and that it is never the victim's fault. Discuss what resources are available to workers who have experienced it themselves or are concerned about a friend or family member who has experienced it. If the group is partially or entirely comprised of men, turn the conversation to what men specifically must do to advocate for women, to step in when they witness sexual harassment and assault, and how they can help end the cycle of abuse.

- Show video.

○ Engage participants in a discussion of the video based on the following questions (15-20 minutes):

■ How did the mayordomo behave towards Maria? How did Maria respond?

● What was your reaction when the mayordomo harassed Maria? Have you ever had a similar experience?

■ How did Maria's co-workers react when they witnessed the mayordomo harassing Maria?

● What did you think of her co-workers' reactions?

● Why do you think they reacted the way they did? Why do you think Maria reacted the way she did (not reporting the harassment)?

■ How did Maria react when the mayordomo harassed her?

● What did you think of Maria's reaction?

● Why do you think Maria reacted the way she did (not reporting the harassment)?

■ What are some reasons why a person may be afraid to report harassment, assault, or even to tell their friends or family?

■ Before watching the video, what do you think you would have done in Maria's place? Why?

● What do you think you would do now? Why?

■ What are some things that can make it hard to say no to someone harassing you, or to seek outside help?

● Facilitator: answers may include language, age, experience, job security.

● Have you noticed how you react when you witness harassment? How do you feel? What are some ways you can intervene?

■ After watching the video, what are things you can do to support someone who has been harassed or assaulted?

● Facilitator: mention the importance of contacting community organizations, documenting the abuse, etc, providing emotional support, sharing resources, keeping confidence, etc

● Have you ever experienced any of these problems?

● What other problems have you encountered?

■ What can you do if you experience retaliation at work for reporting harassment or assault?

● Facilitator: take this time to provide local resources and information for workers as well.

■ Facilitator: re-read/discuss OSHA's regulations, explain reporting processes.

● Ask if participants have any questions

Knowledge evaluation: video post-test (2 minutes)

Objective: evaluate how many workers present understand that assault and harassment in the fields is a problem after watching the video.

○ Count the number of workers present: _____

○ Ask the participants to raise their hands if they believe the following statement is true: Sexual assault and harassment can happen to anyone, including me or someone I know.

■ Number who answer "Yes": _____

○ Ask the participants to raise their hands if they believe the following statement is true: Sexual harassment and assault is a serious problem.

■ Number who answer "Yes": _____

Take-home material distribution

- Give workers a copy of the Workers Breaking the Silence fotonovela and other relevant materials as they exit the training.
- Thank participants for attending the training!

This material was produced under a Susan Harwood Training Grant # SH-05045-SH8 from the Occupational Safety and Health Administration, U.S. Department of Labor. It does not necessarily reflect the views or policies of the U. S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U. S. Government. The U.S. Government does not warrant or assume any legal liability or responsibility for the accuracy, completeness, or usefulness of any information, apparatus, product, or process disclosed.