

# Anti-Bullying Action Plan

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A COMMUNITY APPROACH TO STOP BULLYING

Sun Prairie Youth & Families Commission  
[WWW.STOPBULLYINGSUNPRAIRIE.ORG](http://WWW.STOPBULLYINGSUNPRAIRIE.ORG)

# BACKGROUND

In the Spring of 2019, the Sun Prairie Youth and Families Commission identified the need to address bullying in the community.

The Commission engaged a diverse group of stakeholders from businesses, nonprofits, government, schools, faith organizations, and individual community members to form a collaborative to address bullying concerns. At the same time, the Sun Prairie School District formed the Student Behavior and Bullying Taskforce to address bullying within the schools.

During a series of planning sessions, the Anti-Bullying Collaborative (ABC) chose to take a collaborative approach by engaging stakeholders in building a shared Action Plan for addressing bullying in the community. This action plan is meant to align with School District efforts by focusing on bullying that takes place in the community & outside of school hours.

Over the past 10 months, members of the ABC have taken part in a series of sessions to frame the problem, align leaders, and develop an action plan.

Anti-Bullying Collaborative members took part in a total of 8 sessions:

- Framing Session (1 session)
- Leadership Alignment (3 sessions)
  - Community leaders and key stakeholder organizations aligned in their understanding of the challenges and developed a common language for talking about the issues.
- Action Planning (4 sessions)
  - Development of a vision for the initiative
  - Development of a strategic plan for a collaborative approach
    - Clear community level results & indicators to measure its efficacy and adjust accordingly
    - Alignment of roles identified for stakeholder organizations & groups
    - Develop strategies and performance measures
    - Develop tools and processes for monitoring and communicating progress

# ORGANIZING

The Sun Prairie Anti-Bullying Collaborative is a diverse group of organizations and individuals who are committed to ensuring Sun Prairie is inclusive and free of bullying.

The members of the collaborative have organized themselves using a Collective Impact Framework. In this type of organizing structure, organizations and individuals do what they do best, within their organization's missions and leveraging their expertise to support the goals of the collaborative.

## **A vision statement for the collaborative**

Sun Prairie is a community that is a safe nurturing place where all can live their best life without fear of being your true self. People are respectful of each other; discuss and debate issues to seek understanding and celebrate differences while rejecting bullying.

## **A shared understanding of the problem**

Bullying impacts children, students, adults, and seniors. Everyone in the community is impacted by bullying.

Bullying is a personal attack, a course of conduct, that often includes an imbalance of power. Bullying can be systemic, verbal, physical, or virtual intimidation, and is often repetitive, deliberate action that can include racist behaviors.

Bullying happens in schools, athletics, buses, social media, online gaming, senior housing facilities & organizations. The work of the Anti-Bullying Collaborative is focused on stopping bullying activity in the community, in alignment with efforts by the School District to stop bullying within schools.

# GOALS/METRICS

The Sun Prairie Anti-Bullying Collaborative seeks to achieve the following results in the community:

- decrease incidents of bullying as reported to the school authorities, police, and other appropriate entities.
- people (bullies & victims) have a place to turn
- strategies in place for helping people have voice
- increased awareness of bullying and its impact
- increase empowerment among people to stand up individually & for others (e.g. see something, say something)
- increase people's skills for embracing diversity (privilege, race, gender, sexual orientation etc.)
- increase people's skills/tools for addressing racism
- help people improve social interactions
- help people have smart safe technology skills [gaming, texting, social media

# FOCUS AREAS

The Anti-Bullying Collaborative will act in 4 focus areas:

**Organization** – the Collaborative will organize by partnering with a Backbone Organization as a fiscal agency and for administrative support. The Collaborative will be led by a Steering Committee – a diverse set of individuals & community leaders.

**Awareness** – the Collaborative will LEAD community efforts to build awareness of bullying and how to respond.

**Prevention** – the Collaborative will ORGANIZE efforts to prevent bullying by coordinating and supporting the efforts of organizations & programs that are skilled in this area or well positioned to act in this area.

**Intervention** – the Collaborative will SUPPORT efforts by organizations & programs that are skilled in this area.

# ACTION STEPS

## FOCUS AREA 1 – ORGANIZATION

The Collaborative will organize by **PARTNERING** with a Backbone Organization as a fiscal agency and for administrative support. The Collaborative will be led by a Steering Committee – a diverse set of individuals & community leaders.

### ACTION STEPS

1. Engage a Backbone Organization
  - a. Establish a Memorandum of Understanding (MOU)
2. Confirm Initial Members of the Steering Committee
3. Create Initial Budget for the Initiative
4. Establish Fund Development Committee
5. Establish Communication Committee

## FOCUS AREA 2 - AWARENESS

The Collaborative will **LEAD** community efforts to build awareness of bullying and how to respond.

### ACTION STEPS

1. Announce the Anti-Bullying Initiative
  - a. create messaging & branding
  - b. create communication plan
  - c. launch kick-off campaigns and/or events
2. Identify Funding
  - a. engage funders for awareness campaign
  - b. engage funders for collaborative initiatives

3. Launch Community-wide Campaign
  - a. engage individuals who have been bullied & those who have bullied; include a diverse group of voices by considering race, gender/gender identity, age, socio-economic status, sexual orientation, or immigrant status, & religion
  - b. create messaging
  - c. create communication plan
  - d. develop funding
  - e. launch community-wide awareness campaign

### **FOCUS AREA 3 – PREVENTION**

The Collaborative will **ORGANIZE** efforts to prevent bullying by coordinating and supporting the efforts of organizations & programs that are skilled in this area or well positioned to act in this area.

#### **ACTION STEPS**

1. Convene Program Leaders
  - a. identify areas of strength & opportunity in community programming
  - b. identify alignment & gaps
  - c. identify potential partnerships
  - d. identify funding and/or resource needs
  - e. create strategies for addressing the needs of a diverse population by considering race, gender/gender identity, age, socio-economic status, sexual orientation, or immigrant status, & religion
2. Gather & Share Data & Resources
  - a. convene prevention program partners
  - b. create data sharing strategies to inform strategy & engage funders
3. Develop Policy/Advocacy
  - a. convene prevention program partners
  - b. identify policy improvements
4. Identify Funding (for programs, training, education)

# ACTION STEPS (cont')

## FOCUS AREA 4 - INTERVENTION

The Collaborative will **SUPPORT** efforts by organizations & programs that are skilled in bullying intervention strategies.

### ACTION STEPS

1. Convene Intervention Program Partners
  - a. identify areas of strength & opportunity in community programming
  - b. identify alignment & gaps
  - c. identify potential partnerships
  - d. identify funding needs
  - e. create strategies for addressing the needs of a diverse population by considering race, gender/gender identity, age, socio-economic status, sexual orientation, or immigrant status, & religion
2. Gather & Share Data & Resources
  - a. convene intervention program partners
  - b. create data sharing strategies to inform strategy & engage funders
3. Develop Policy/Advocacy
  - a. convene intervention program partners
  - b. identify policy improvements
4. Identify Funding (for programs, training, education)

# THANKS & RECOGNITION

## PLANNING PARTNERS

Thank you all for your efforts to organize the Sun Prairie Anti-Bullying Collaborative and to develop this action plan.

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Erin Sadler	Counselor
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Jay Chatterjee	Youth & Families Commission
JD Engelhardt	Big Brothers/Big Sisters
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Karen Bailey	Youth & Families Commission
Kat Hagal	Boys and Girls Club
Katy Johnson	Urban League
Kristin Grissom	SP Parks & Rec/Neighborhood Navigator

## **(more) THANKS & RECOGNITION**

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Theresa Stevens	City Council
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**FACILITATED BY** **next level**

Sharon Covey and Eric Dregne

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