

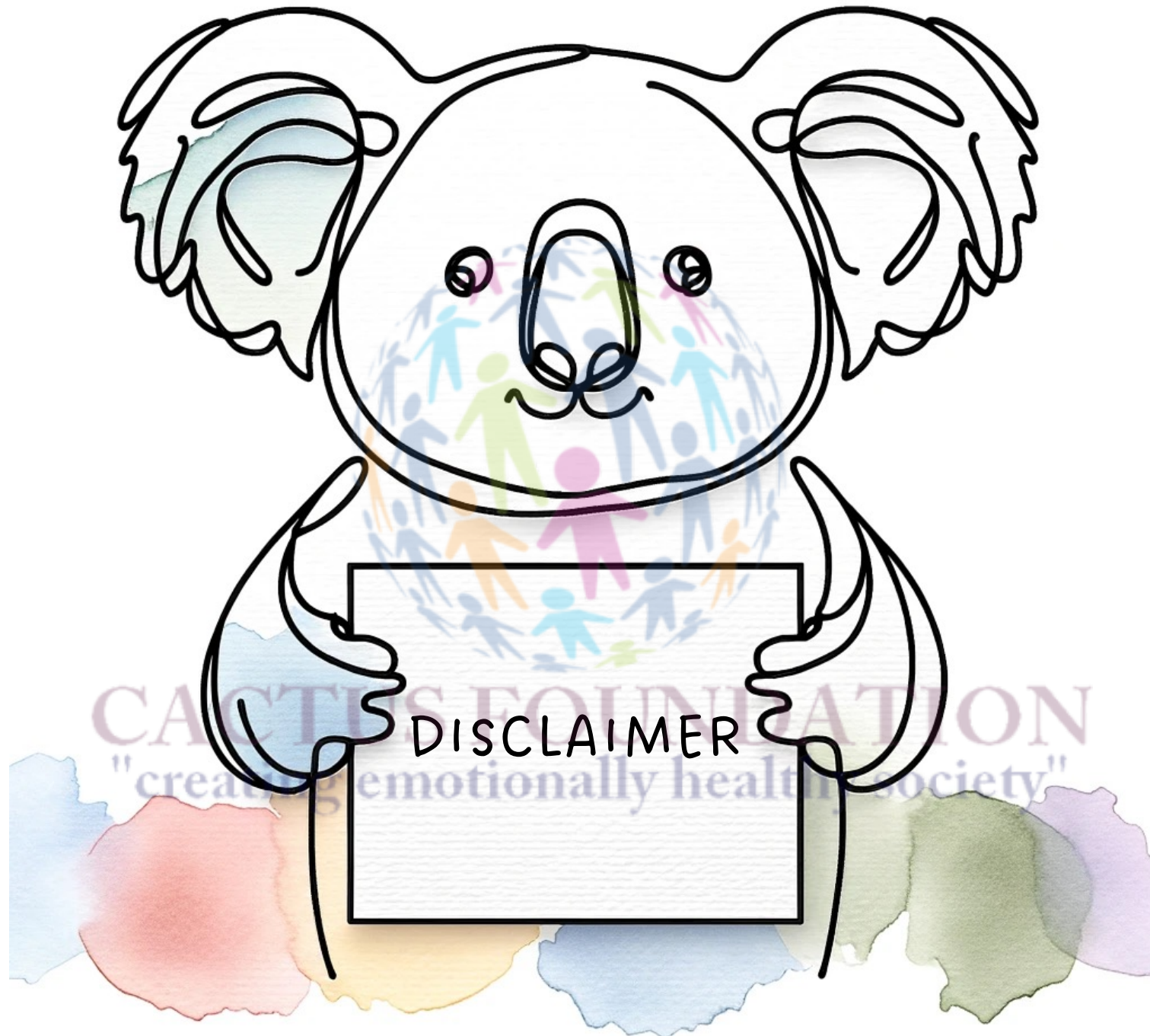


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Combat Bullying

Author & Presenter - Seher Pahade



AGENDA

- My Story
- The Basics
- The Stakeholders
- Power Dynamics
- How to restore Power Dynamics
- My most positive takeaways
- My current state





My story

The basics



What was happening to me?



Am I alone?

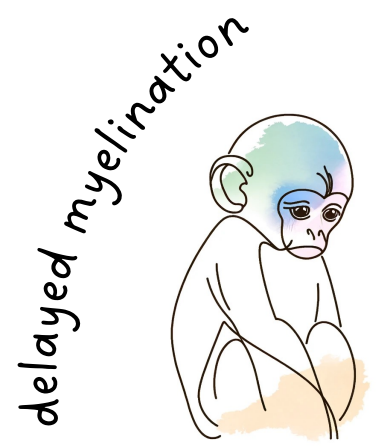


How I felt



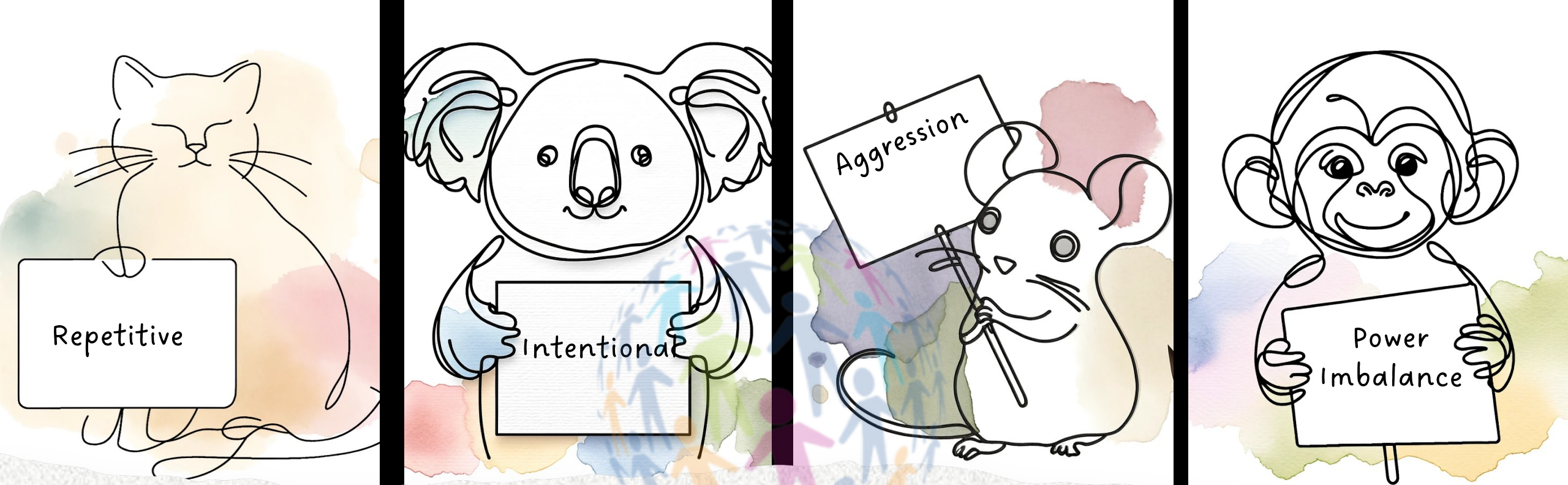
The impact it had on me

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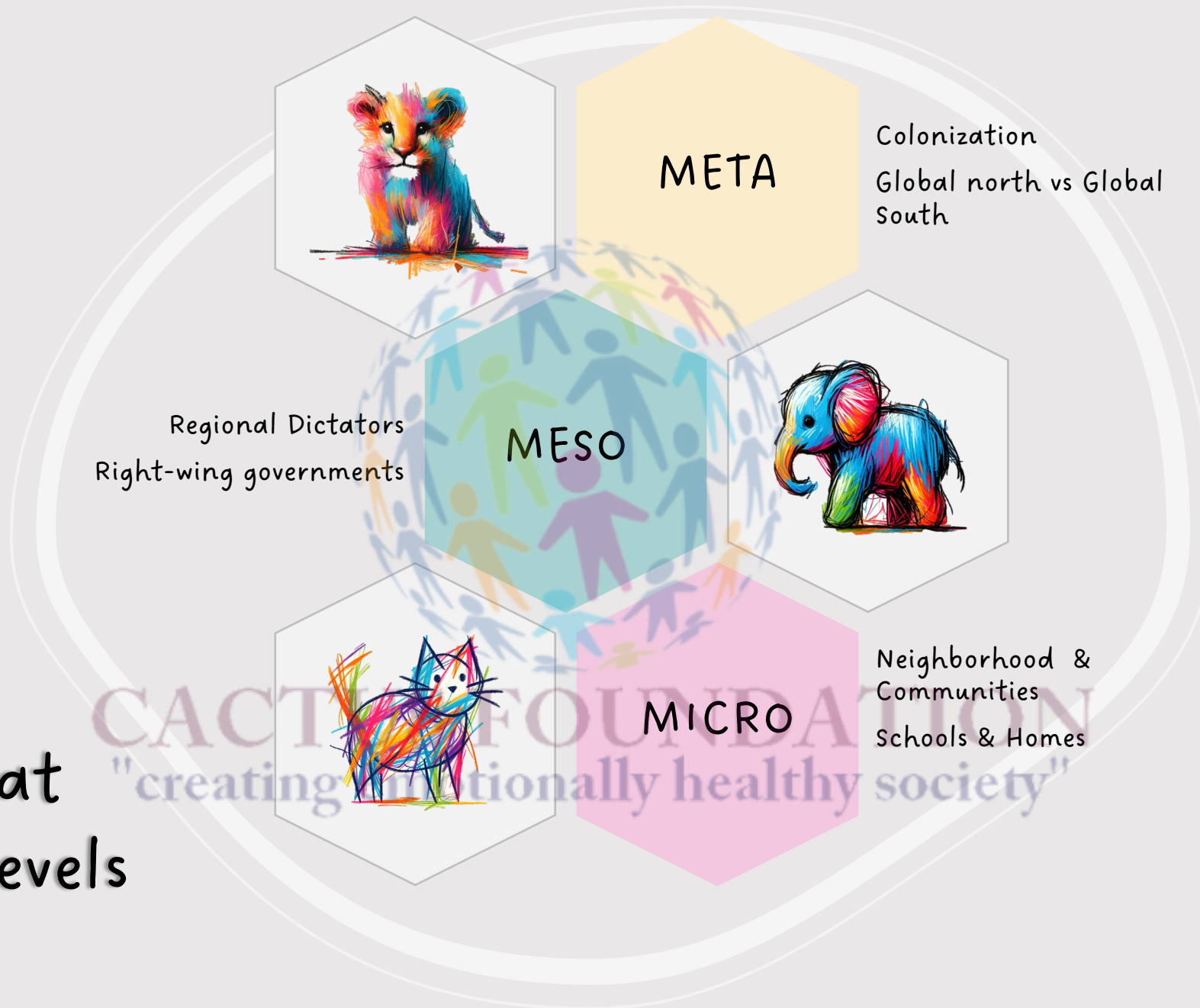
Effects of bullying

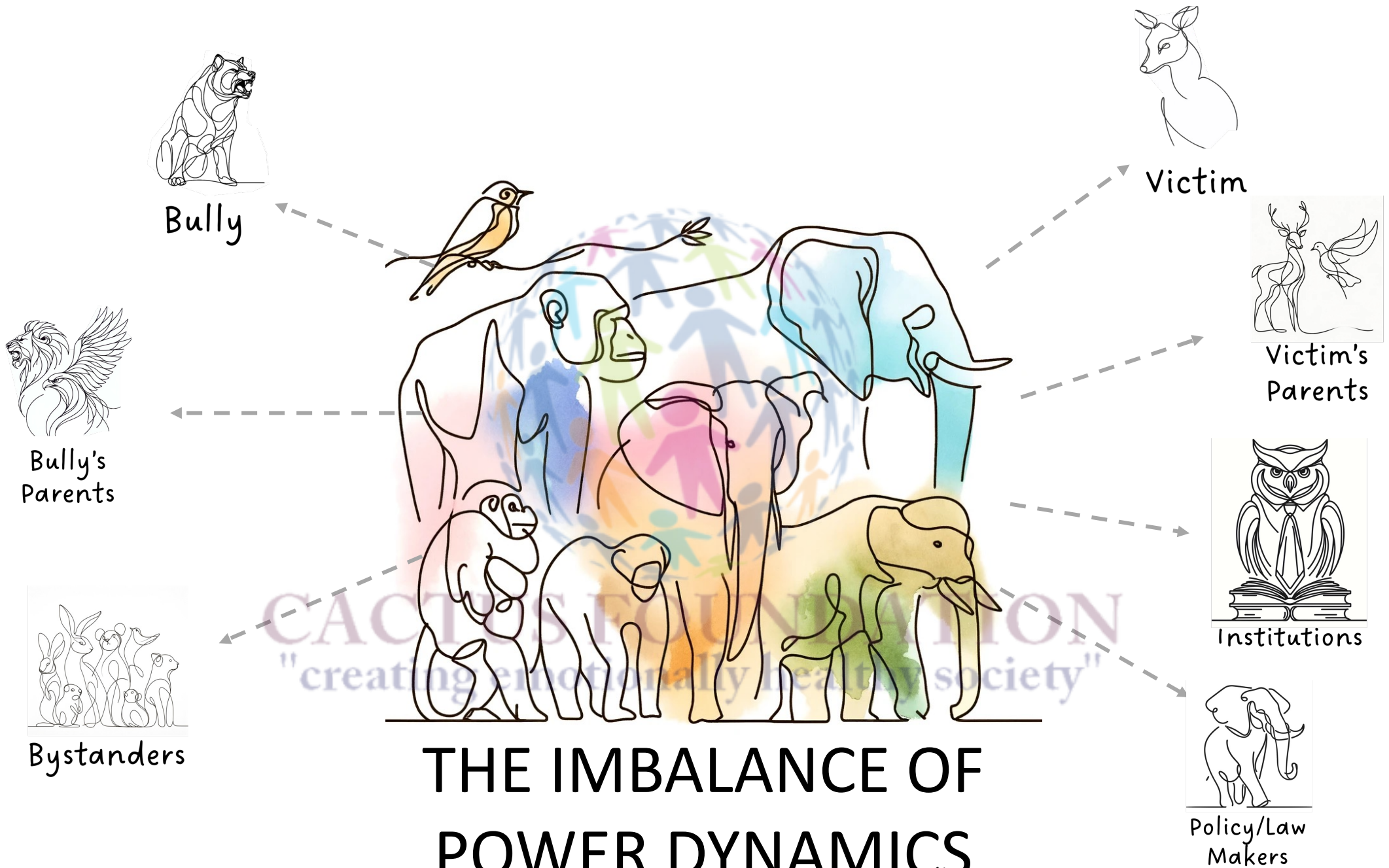


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Understanding Bullying

Bullying at different Levels







Bully

I am better than them; they deserve it

If I don't dominate, they will control me

They are weak, I will toughen them up

I need to maintain control

If I am not tough, they will see me as weak

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My kid is too good to do this

My child is defending themselves, not bullying

School should deal with it, not my problem

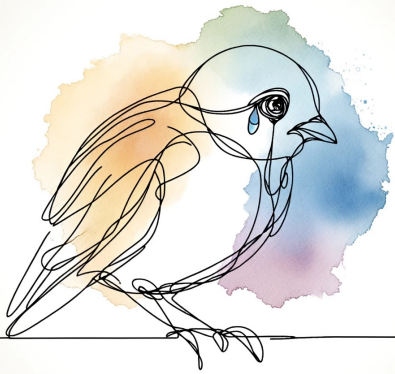
It is just a phase, they will grow out of it

Kids will be kids. Its normal



Bully's Parents

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Victim

If I tell anyone, it will just get worse

No one cares about me. I am alone

May be if I change myself, they will stop

I don't deserve to be happy or have friends

My parents or teachers won't believe me

If I ask for help, they will think I am weak or will laugh at me

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Just ignore

You are over-reacting and oversensitive

I feel powerless, and clueless on how to help you

Let's change the school

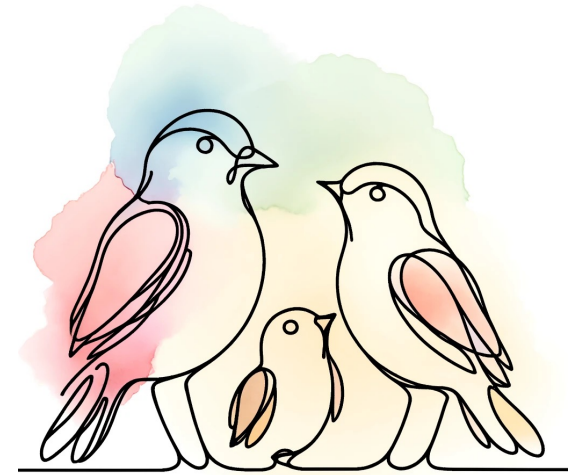
It must be your fault

I went through worse when I was your age. You will survive

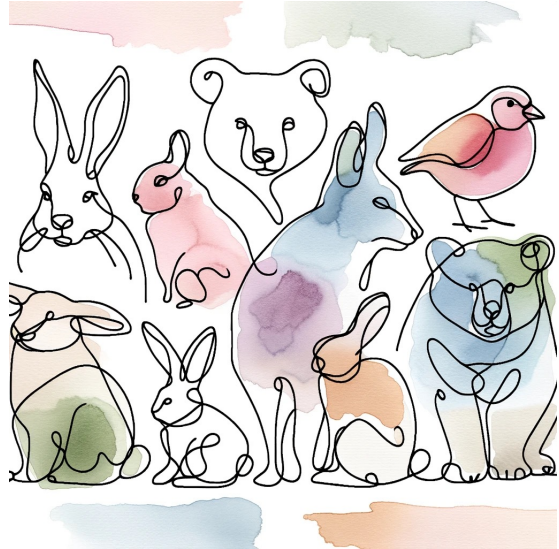
If I intervene, my child will be seen as weak

You are lying

I don't want to make a fuss at school



Victim's Parents



Bystanders

It's none of my business. I don't want to get involved

If I step in, I will become the next target

Don't want to be seen as a snitch

Let me pretend I didn't see it

The bully is very popular and teachers won't believe me

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The victim is oversensitive

The bully is a topper. He/she cannot do this.

It's a parents responsibility to handle this

There is no proof

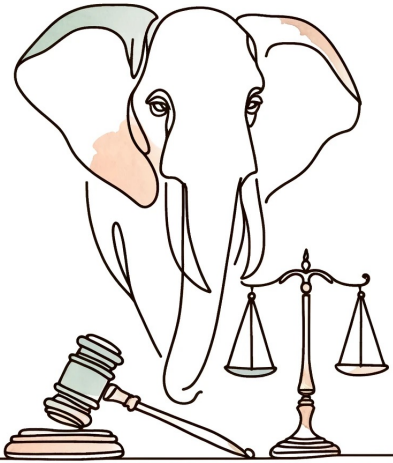
We don't want to confront the bully and receive backlash from them

addressing the issue might make the school look bad. It is better to sweep it under the carpet

bullying is part of growing up. It will toughen the kids



Institutions



Policy/Law Makers

We can't risk negative publicity by admitting that there is a problem

We will go by the Institution's version of the story. So if there is no proof, then we cannot do anything

Unless there is physical bullying, we cannot do anything

Let the parents and school deal with this.

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Why there is an
imbalance?

EDUCATION
why society"



Bully

- Imitation of wrong role models
- Social prejudices, discriminations , stereotypes
- To seek revenge
- dominance & Popularity
- peer-pressure & low self esteem



Victim

- Vulnerable
- Successful
- Distinctive physical appearance
- Different race or Religious or cultural beliefs
- Socially awkward, financially low income, unstable home environments.
- Students who are perceived as outsiders
- Illness or health conditions

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Bully's Parents

- Lack of awareness
- Denial
- Enablers
- Defensiveness
- Parenting style and home environment



Victim's Parents

- Over-protectiveness
- Lack of knowledge on how to support
- Communication gaps
- Feelings of guilt or self blame

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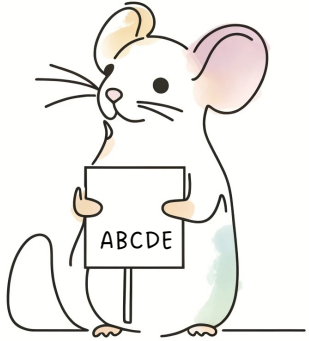


Institutions

- Lack of policy implementations
- In-adequate prevention measures
- poor supervision
- Lack of awareness and training
- Victim blaming and dismissals
- inconsistency consequences
- Systemic tolerance of bullying

How can we
address this?





Addressing
the Imbalance
in
Power
Dynamics

A

Acknowledgement
+
Awareness
+
Assertiveness

C

Compassion
Focused
Collaboration

E

Evidence
Based
Methods

B

Belief System
Re-alignment

D

Difficult
Conversations
& Discussions

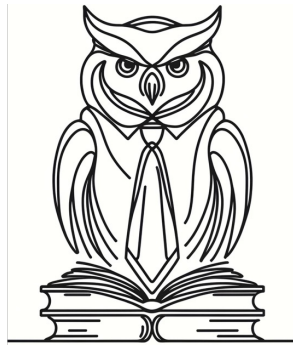
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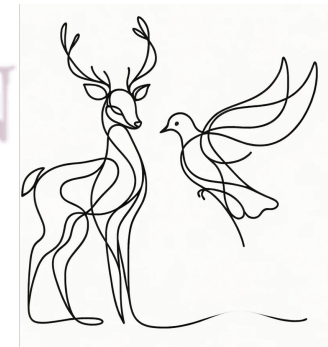
Bully's
Parents



Victim



Institutions



Victim's
Parents



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Victim

Action plans

Ask for help

Your bully cannot define you. Never believe your bullies

Bullying is about bully's poor choice, not about you

Don't self blame or self doubt

Don't confront if it is unsafe. Try to find a safe adult who can help you with this

Don't presume that Adults won't understand you or won't help you

Keep asking for help till you receive one

Practice assertiveness, self care

Speak to your parents and seek help

Build a support network

Learn boundary setting

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Action plans

Don't be dismissive

Don't trivialize the complaint

Listen mindfully

Calm, mindful, receptive and Empathy based communication

Compassionate inquiry

Problem Solving & Conflict Resolution

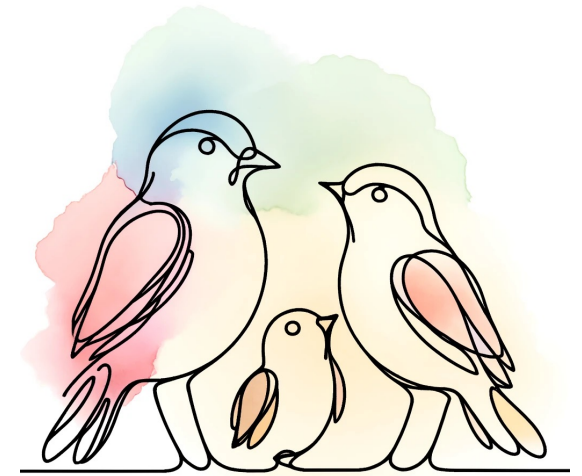
Create a safe space and time

Train on assertiveness

Introspect on imbalance of the power dynamics

Report the issue

Seek professional help



Victim's Parents

Action plans

Acknowledge & don't be in denial

Don't scold or abuse your child

Help your child to find a solution in an appropriate manner

Sit with your child and understand why they chose bullying as an option

Help your child understand the impact of bullying and also being a bully in long run

Help your child learn that bullies can stop being bullies

Help your child to learn to be inclusive, respectful and appreciate the differences and to have empathy

Introspect on the power dynamics

Seek professional help



Bully's Parents

Action plans

Clear no bullying policy implementation

Strong process to create safe space

Close supervision and monitoring of the power dynamics in presence and absence of the teachers

Sensitizing & training the staff with Evidence based programs

Eliminating student biases by teachers and promoting culture of fairness

Teaching kids to be upstanders/includers

Collaboration & Transparent communications with parents

Prioritize Mental Health and Well-being



Institutions



My positive take-aways



Check-ins

I check-in regularly on myself that I don't become a bully



Make Peace

I have made peace with my struggle



Mindfulness

I am a conscious student and a friend. I check-in on myself and my peers regularly



Upstander

I am an upstander and encourage my peers to do the same



Assertiveness

I have become more assertive towards self. I prioritize my emotions



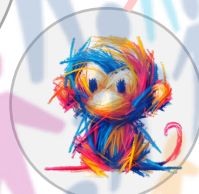
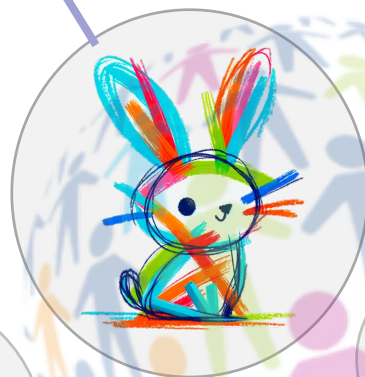
Power

The power lies within me

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I am in a much better space now (from victim to an advocate)

I have also taken podcast interviews on topics like STOP CHILD SEXUAL ABUSE



I have trained closed to 1000+ kids to raise their voice against bullying



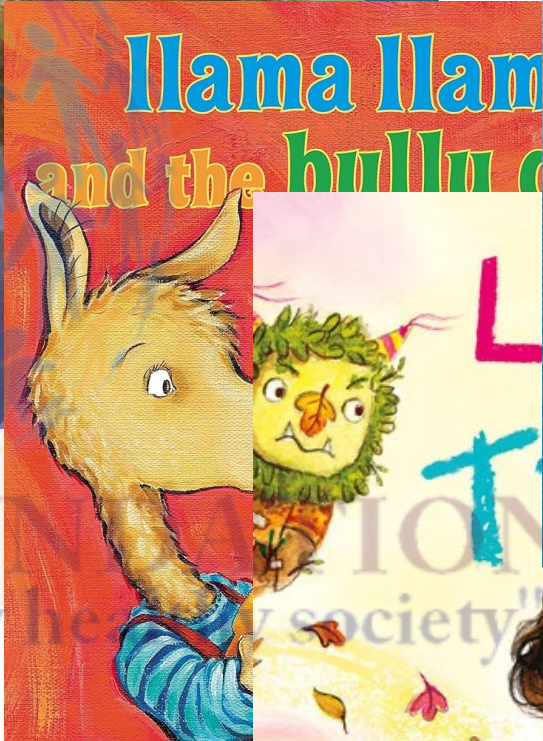
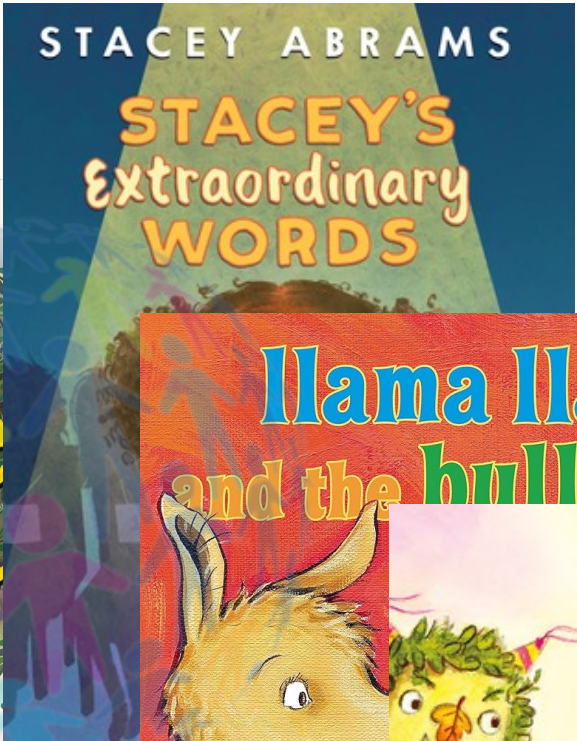
I have also been selected to present a poster at prestigious ISPCAN in Sweden this year - would love to see you all there 😊

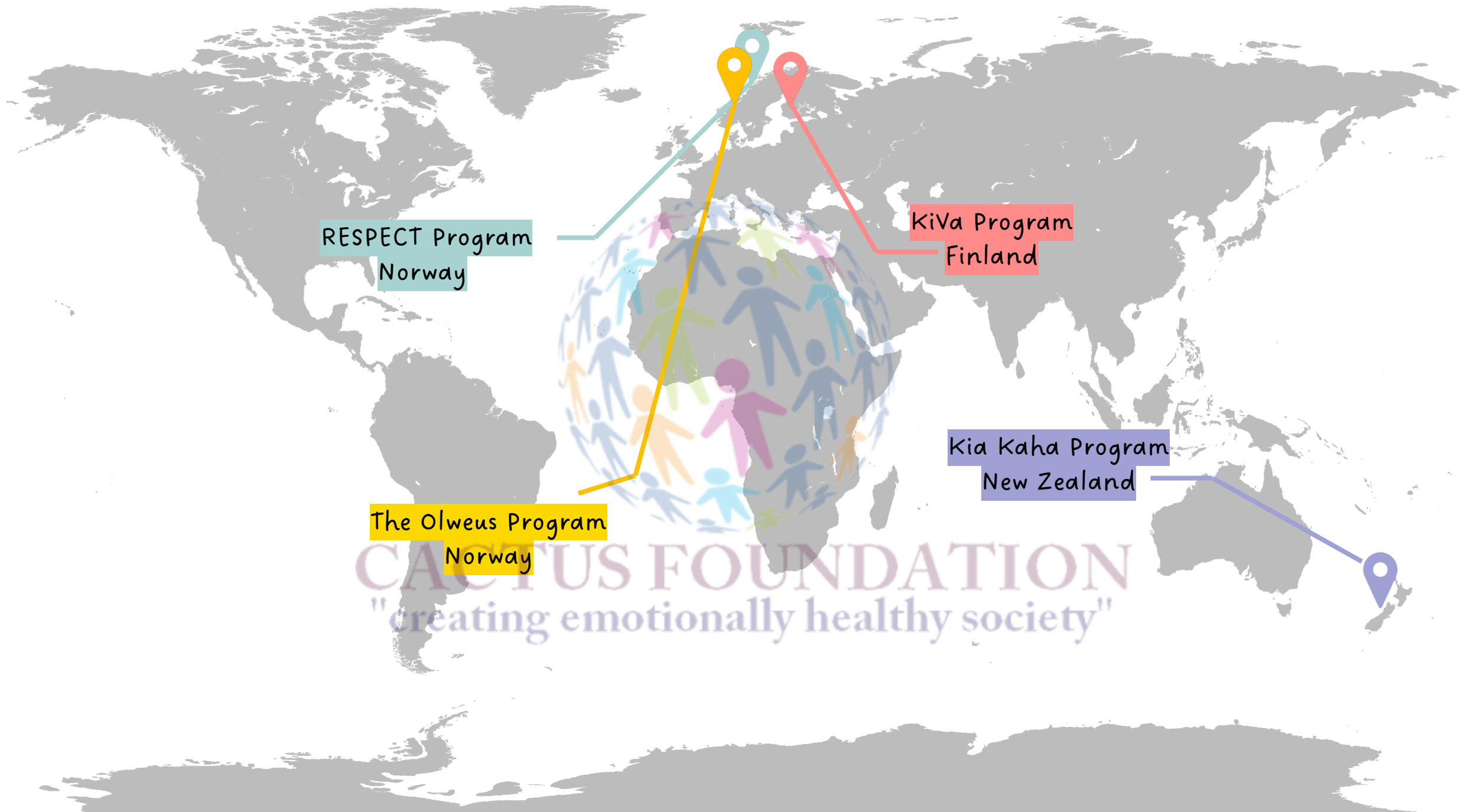
I continue to take my therapy for my sound mental health

I am taking seminars & Webinars to create awareness (400+ individuals attended my last webinars) on bullying

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My Current State





RESPECT Program
Norway

The Olweus Program
Norway

KiVa Program
Finland

Kia Kaha Program
New Zealand

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Thank You



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