For eighteen years, Right To Be has been the industry leader in the movement to end hate and harassment.

In 2023, our country and the world experienced senseless acts of hate and harassment. These events create lasting wounds and trauma for individuals and communities. When combined with personal attacks, the effects of hate can devastated communities, preventing communication and healing. Ultimately, we can promote humanity, creating a world free of hate and harassment in all of its forms.

Right To Be is grateful that we can be responsive in these difficult moments. We are appreciative to our partner organizations for their guidance and thought leadership in moments of crisis.
This past year, we’ve seen the power of communities coming together to stand against rising hate. In response to the persistent police violence against Black communities, Right To Be, 1 Million Madly Motivated Moms (1M4) and ANJEL Tech joined forces to offer free training on how to safely intervene and respond in the face of anti-Black police-sponsored violence.

To challenge the rise of antisemitic and Islamophobic harassment, Right To Be ramped up free training to support those affected and provide actionable tools to de-escalate violence. This work was done in lockstep with our partners, T’ruah: The Rabbinic Call for Human Rights and CAIR Chicago, as they support their communities on the ground.

As we reflect on the organization’s journey over the past year, we remain optimistic and unrelenting in our purpose.

We are grateful to our board, our advisors, our donors, our community and nonprofit partners, our corporate supporters, and the schools and municipal systems that have stood alongside us this past year.

**IMPACT AT A GLANCE**

- **2,332,808+** People trained in Right To Be’s 5D methodology to recognize, intervene in, and heal from harassment and violence
- **32,000+** Stories of harassment received and mapped at stories.righttobe.org
- **700+** Public and private trainings conducted
TRAINING EXPANSION

In 2023, Right To Be expanded its impact with a diverse range of new trainings for workplaces and the general public, shaped by insights from partners and the community. We continue to supply strategies to keep folks safer in person and online.

**Generative Conflict At Work:** Participants learn tangible skills to help create something valuable from disagreement that naturally occurs in the workplace using Right To Be’s generative conflict methodology, COLLAB (Curiosity, Ownership, Listen, Lead, Adjust, Boundary Setting)

**Bystander Intervention in Sports:** In collaboration with ViaSport, Right To Be created a training to address the unique challenges of harassment in sports.

**Digital Safety Training:** Building off our Bystander Intervention to Stop Online Harassment, Right To Be created a training series to help people minimize the impact of online harassment, and learn how to protect themselves from rising digital threats, including Phishing, Social Engineering, and Malware.

**Active Shooter Training:** To help keep people safe and reduce the impact of vicarious trauma, Right To Be launched our trauma-informed Active Shooter training to help participants recognize warning signs, respond in the moment, and heal.

**Storytelling Hour:** This open, interactive trauma-informed virtual workshop helps people reflect on and share their stories, and in doing so create a path for healing.
STORYTELLING RELAUNCH

Since 2005 we’ve been collecting stories of harassment and hate. Sharing stories of harassment has always been a critical component of our movement-building work because it helps make the problem of harassment visible and lets others who might be struggling in silence know that they are not alone.

In March 2023, we relaunched our storytelling platform at stories.righttobe.org, a safe space where people can submit their stories of harassment and receive support from a vetted community of bystanders. We would like to extend our thanks to Craig Newmark Philanthropies for its support of this important work.

On our platform, people who suffer from harassment -- or intervene in harassment -- whether it be online, at work, or in public spaces can share and map their stories anonymously. People experiencing harassment online can receive messages of support or help in reporting and documenting abuse. Journalists experiencing online harassment can also receive support by creating a special “journalist account,” as well as tagging their stories as journalist stories to intervene on behalf of each other.

To date, over 32,000 stories have been submitted, adding tens of thousands of voices to the movement.
WORKING WITH YOUTH

Young people can experience hate and harassment at a formative age. To respond to this pressing issue, Right To Be expanded our youth-facing offerings and launched a pilot of our 5Ds for High School Youth program in select New York City classrooms, with the support of our partners at Morgan Stanley. This teacher-taught 7-module curriculum is designed to help high school-aged students recognize bullying and harassment, safely intervene, and reduce the mental and emotional impacts of bullying.

Principal Sandoval, our pilot school partner at the NYC Academy of Urban Planning and Engineering said:

“I had to jump on this opportunity to educate my students so they can make better decisions...[Right To Be’s training series] teaches them not to be an aggressor, not to be caught up in the, “he said she said,” and not to just react with physicality and words.”

As a next step, we’re looking to scale this work nationally in middle and high schools.

RIGHT TO BE ON THE RAIL

This year we partnered with the Italian transit system, Fondazione FS Italiane, on a PSA campaign to train riders on bystander intervention. The campaign included a 10-minute training video on Right To Be’s 5Ds of bystander intervention that will be seen by FS Italiane’s more than 80,000 employees and 750 million riders. We’re seeking to expand this best practice to new transit systems globally.
Right To Be on the Road

BeautyCon at Essence Fest: Right To Be trained 1,000+ “rising beauty rebels” in bystander intervention alongside model, activist, and L’Oreal Paris ambassador Leyna Bloom in partnership with L’Oreal Paris.

Broadway at Bryant Park: Right To Be trained 5,000+ Broadway musical lovers on bystander intervention alongside the lead of Life of Pie on Broadway, Uma Paranjpe in partnership with L’Oreal Paris.

AfroPunk: Right To Be trained 15,000+ music fans on bystander intervention in partnership with L’Oreal Paris. AfroPunk is a celebration of the alternative arts scene that has blossomed from the underground culture of the African diaspora.

Ladyland Music Festival: Right To Be trained 2,900+ queer music fans on bystander intervention in partnership with L’Oreal Paris.

Shape Health Women’s Half Marathon: Right To Be trained 5,000+ women-identified runners and their allies on street harassment, in partnership with L’Oreal Paris.

Bystander Intervention at AMC Theatres: Right To Be held bystander intervention workshops in AMC Theatres, reaching attendees through launch events with NBC News / MSNBC anchor Richard Lui, Wells Fargo, Asian Americans Advancing Justice – AAJC, and AARP in partnership with Wells Fargo.

#MakeNYCHarassmentFree: On September 27th, Right To Be team members were on the streets to increase access to the New York City Street Harassment Public Survey, reaching community members throughout the City in partnership with the New York City Mayor’s Office to End Domestic and Gender-Based Violence.

Toronto International Film Festival (TIFF): Right To Be trained over 5,000+ film lovers in advance of multiple film screenings in partnership with L’Oreal Paris.
Significant Partnerships

Stand Up Against Street Harassment: Right To Be and L’Oreal Paris surpassed another milestone this year, training 2 million people globally on bystander intervention and strategies to respond to harassment. This program has been launched in 42 countries. Celebrities and influencers like Eva Longoria, Leyan Bloom, and Blair Imani have uplifted our campaign, spreading the message that street harassment is not acceptable.

World Health Organization: Recognized for our ability to provide culturally appropriate training across the world, Right To Be hosted focus groups on the harm of sexual misconduct, and conducted training for each of WHO’s regions in their respective languages. That work continues as we ensure that all their international regions and offices are equipped with the tools to create workplaces that are free of harassment.

US Forest Service: Right To Be is now an official part of the US Forest Service’s onboarding program to equip all new Service employees with the 5Ds of bystander intervention. Starting in October, Right To Be hosts Bystander Intervention in the Workplace for approximately 200 new employees every two weeks.

Hearts Not Hate: Right To Be has a long-standing relationship with international beauty retailer Sephora, focusing on creating safe, inclusive online spaces where all feel respected. The program’s mission is to champion all beauty, celebrate living with courage, and stand fearlessly together to celebrate our differences. This year, we were honored to be selected as Sephora’s Charity Partner for July. And, we had the pleasure of co-hosting Instagram live conversations with FORVR Mood Founder Jackie Aina, Tower 28 Founder Amy Liu, Glow Recipe Founders Sarah Lee and Christine Chang, Kayali Founder Mona Kattan, and JVN Founder Jonathan Van Ness.
With each of the training we offer, Right To Be seeks out and collaborates with community partners, other nonprofit organizations, and subject matter experts to ensure our training and resources speak to the needs and experiences of the communities we serve in a trauma-informed manner. This year was no different. We are humbly grateful for the collaborative spirit of our Partners, and their willingness to work alongside us when we call upon them. Here is a list of the Partners that we have worked with this year:

- 1 Million Madly Motivated Moms (1M4)
- Advancing Justice – AAJC
- Advancing Justice | Chicago
- ANJEL Tech
- Asian Americans Advancing Justice Southern California
- Center for Islamic-American Relations (CAIR) Chicago
- Eye to Eye
- Houston Coalition Against Hate
- National Center for Transgender Equality
- PEN America
- Self Offense
- Sibling Leadership Network
- T’ruah: The Rabbinic Call for Human Rights

**In Other’s Words**

“[Right To Be’s training] was one of the most popular sessions, where our participants took part very enthusiastically and shared positive feedback. I enjoyed it very much personally too!”
- Shino, UN Women

“I just got the chance to use the training that I learned online with you during the pandemic. I’m still a little shaken, but I know that I helped the woman being verbally abused feel seen and respected. I even asked her if she needed to hold my hand as she took some calming breaths and she took me up on my offer... Since I still have my adrenaline surging, I actually just came back to your training to review how I could improve next time.”
- Training Participant

“I often feel overwhelmed by the harm that is taking place in the world. It is such a relief to feel empowered and prepared to address harm that takes place in front of me.”
- stories.righttobe.org user
THE FUTURE IN 2024

Election Strategy: Experience has taught us that presidential elections can breed hate-based rhetoric in the media, on social media, and in our communities. This upcoming election cycle, Right To Be will provide free training to the general public that highlights how hate shows up in elections including voter intimidation and misinformation, media bias, candidates spouting hate, and online harassment. In addition, we plan to launch a “Hate and Hope Tracker,” a national expansion of our current storytelling platform to track news reports, social media data, and user-submitted stories of both hate and hope (bystander intervention), in all its forms.

Expansion of 5Ds for Youth Work: This year saw the pilot of Right To Be’s 5Ds for High School Youth program, bringing bystander intervention to high school students to address harassment, disrespect, and bullying. In 2024, we’re working with middle and high schools across the United States to not just stop bullying but to address its root causes, working with students to recognize, respond to, and heal from all forms of harassment. The program will be expanding to ten additional schools this year, with plans for a nationwide rollout in the future. Foundational support for Right To Be’s 5Ds for Youth expansion comes from Morgan Stanley and the Oak Foundation, which has invested in youth leadership and safety over the next four years.

E-Learning for Journalism Students: Right To Be is developing an integrated e-learning program for journalism students that challenges online harassment, mis/disinformation, and growing forces of digital inequity. Through our new e-learning, we want all journalists and content creators to know that online harassment isn’t their fault and that they can work to help one another in creating a safer, more inclusive digital workplace. Core support for the e-learning curriculum comes from Craig Newmark Philanthropies and the Scripps Howard Fund, making it possible for our team to develop and deliver this exciting new digital training series in early 2024. We want to use this pilot as an opportunity to further expand our trainings into a digital environment.

Right To Be is at the forefront of advocacy, community-building, and action to stop harassment. Every piece of our work is inspired by our supporters; a community invested in a world where everyone has the right to be safe, to be free, and to be their full selves in their homes, in their workplaces, and in public spaces. Because of your support, we’ve reached more people than ever before, standing united against hate - and for humanity.

Thank you for being an active part of the growing movement to end harassment in all of its forms,

Right To Be

Learn more at righttobe.org