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Strengthening Our Own Support Systems: Promoting Positive Culture Instead of Cancel Culture

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Guest Hosts: Arlene Vassell and
Elizabeth Vermilyea

Technical Overview



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The **PowerPoint** and **recording** will be posted on our **website** in the following weeks.

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The Office for Victims of Crime Training and Technical Assistance Center (OVC TTAC) offers training and technical assistance (TTA) for victim-serving organizations and allied professionals who serve victims of crime. We aim to build the capacity, sustainability, and expertise of organizations that serve victims and survivors.



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(continued)

Here are some ways OVC TTAC might work with you:

- Provide multi-modal online training and resources on all topics impacting the victim service providers and allied professionals supporting victims.
- Strengthen advocacy programming that helps assure justice for victims and produces a positive, sustainable impact.
- Offer mass violence response training and technical assistance.
- Provide subject matter expertise for training events.

Contact OVC TTAC to learn more about available training and technical assistance.

OVC TTAC Expert Q&A Series

The nation's experts answer your questions about best practices in victim services.

The material presented during today's webinar will be available on the OVC TTAC website.

Featured Hosts



Arlene Vassell

Founding Director,
TooREL Institute for
Social Change



**Elizabeth Vermilyea,
Ph.D.**

Deputy Director, Child
Parent Institute



QUESTIONS

Impact of Bullying Questions

Why do you think cancel culture is so popular?

POLL

How would you describe your current workplace?

- Unhealthy
- Healthy
- Unsure

Framework #1

Healthy vs. Unhealthy Workplaces

Impact of Questions

Can a work environment be narcissistic?

How do you manage an unhealthy work environment?

Impact of
Questions
(continued)

How do you cope if the bully is your manager or supervisor?

How do you address bullying in victim services to ensure well-being if leadership is indifferent or covers up the bullying behavior?

Impact of
Questions
(continued)

If you report the bully to Human Resources and face severe retaliation, what steps do you take then?

Is your last option to resign and find a new position?

Impact of Bullying Questions (continued)

What can you do when you are targeted and treated differently from others?

How do you address the situation when a staff member isolates themselves and feels excluded or singled out?

Impact of Bullying Questions (continued)

If it happens at every place you work, is it a “you” problem?

Framework #2

Healthy conflict between team members

Impact of Bullying Questions (continued)

What are some strategies to address passive-aggressive behaviors between coworkers?

How would you suggest addressing an "us versus them" dynamic between two parts of a team?

Impact of Bullying Questions (continued)

What should you do if several people complain to you about a hostile work environment and a specific staff member?

How do you address bullying/staff conflict without calling out the person who reports it?

Impact of
Bullying
Questions
(continued)

What do you do if you encounter bullying as a third party?

How do you respond to bullying in the workplace if you are not the one being directly affected?

How can you support the person who is being bullied?

Facilitating Constructive Dialogue/ Navigating Challenging Conversations

What is the best way to handle
disparaging comments given in
a "just joking" manner?

Facilitating
Constructive
Dialogue/
Navigating
Challenging
Conversations
(continued)

How do you have hard and productive conversations with your supervisors?

How do you address a situation where your supervisor is exhibiting unethical behavior without experiencing retaliation?

Facilitating
Constructive
Dialogue/
Navigating
Challenging
Conversations
(continued)

What are the best practices for communicating about an executive team member to Human Resources?

Facilitating
Constructive
Dialogue/
Navigating
Challenging
Conversations
(continued)

What are some effective strategies for fostering constructive dialogue in teams where staff may have differing values and perspectives?

How do you pivot a negative conversation between employees into a more positive one?

Facilitating
Constructive
Dialogue/
Navigating
Challenging
Conversations
(continued)

How can you address
workplace bullying without
becoming the villain?

Promoting Positive Work Environments

What are some ways to put into practice a restorative approach and cultivate a space of psychological safety?

How can you facilitate positive culture within a “top-down” organizational structure?

Promoting Positive Work Environments (continued)

What practical tools or frameworks can staff use daily to protect their own well-being while working in an environment with high stress?

How do you lead, bridge, build, support, strengthen, and sustain a positive, creative, and vibrant workplace among staff?

Promoting Positive Work Environments (continued)

Is there a way to prevent workplace bullying and address behaviors before they start?

How do you balance personal and professional relationships in the workplace?

Promoting Positive Work Environments (continued)

Is it okay for leadership to have friendships with subordinates?

How do you get leadership on board with understanding and providing a positive culture?

Promoting Positive Work Environments (continued)

How can you maintain personal morale while still achieving group collaboration?

Promoting Positive Work Environments (continued)

How can leadership balance accountability and performance expectations with creating a safe, non-punitive environment?



RESOURCES

Resources (continued)

- Center for Creative Leadership
<https://www.ccl.org/>
DAC Model Handout
- *Strategies for Maintaining Personal Morale*
Handout by Elizabeth Vermilyea
- *Who's on Your Team?* Handouts by Arlene Vassell

Note: OVC TTAC neither endorses, has any responsibility for, nor exercises any control over the organizations' views or the accuracy of the information contained in those pages outside of the OVC TTAC website.

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Questions?





Vital Subjects

Topic: The Intersections of Animal Abuse, Interpersonal Violence, and Child Abuse

Date: October 22, 2025 (2 p.m. ET)

Featured Subject Matter Experts: Maggie Harris and Marlene Richter

Wrapping Up

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