

September 14, 2017

Understanding and Responding to Hate & Bias



Afterschool Alliance



Tools to Build On

In a charged political climate and national dialogue, afterschool programs must equip themselves to help students work through complex thoughts and emotions.

Next Webinar:

Difficult Dialogues

Reminders



NEW guide



Recording



Webinar archive

**Resources to promote
belonging and inclusion**



Some
words to
start.



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Executive Director
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Gina Warner

President & CEO
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AFTERSCHOOL IS FOR EVERYONE



NATIONAL
AfterSchool
ASSOCIATION

#afterschoolisforeveryone

Guest Speakers



Jinnie Spiegler

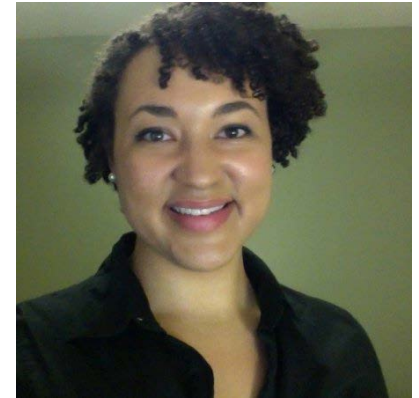
Director of Curriculum
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MODERATOR



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Today's Agenda

1. Educate yourself & connect with others
2. Create an incident response plan
3. Equip frontline staff



Educate Yourself & Connect

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either spoken or
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Bias

?

Bullying

?

Identity-Based Bullying

Discrimination

?

Hate

Terms to Know



Bias

An inclination or preference either for or against an individual or group that interferes with impartial judgment.

1. Bias

2. Discrimination

3. Bullying

4. Identity-Based Bullying

5. Hate



Discrimination

The denial of justice and fair treatment by both individuals and institutions in many arenas, including employment, education, housing, banking and political rights.

1. Bias
- 2. Discrimination**
3. Bullying
4. Identity-Based Bullying
5. Hate


Bullying

Repeated actions or threats
of action directed toward a
person by one or more
people who have (or are
perceived to have) more
power or status than their
target in order to cause fear,
distress or harm.

1. Bias
2. Discrimination
- 3. Bullying**
4. Identity-Based Bullying
5. Hate

Identity-Based Bullying

Any form of bullying related to the characteristics considered unique to a youth's identity, such as their race, religion, disability, sexual orientation, gender identity or physical appearance.

- 
1. Bias
2. Discrimination
3. Bullying
- 4. Identity-Based Bullying**
5. Hate



Hate ≠ Bias

1. Interpersonal Hate
2. Hate Crime
3. Institutional Hate

1. Bias
2. Discrimination
3. Bullying
4. Identity-Based Bullying

5. Hate

Some stats...

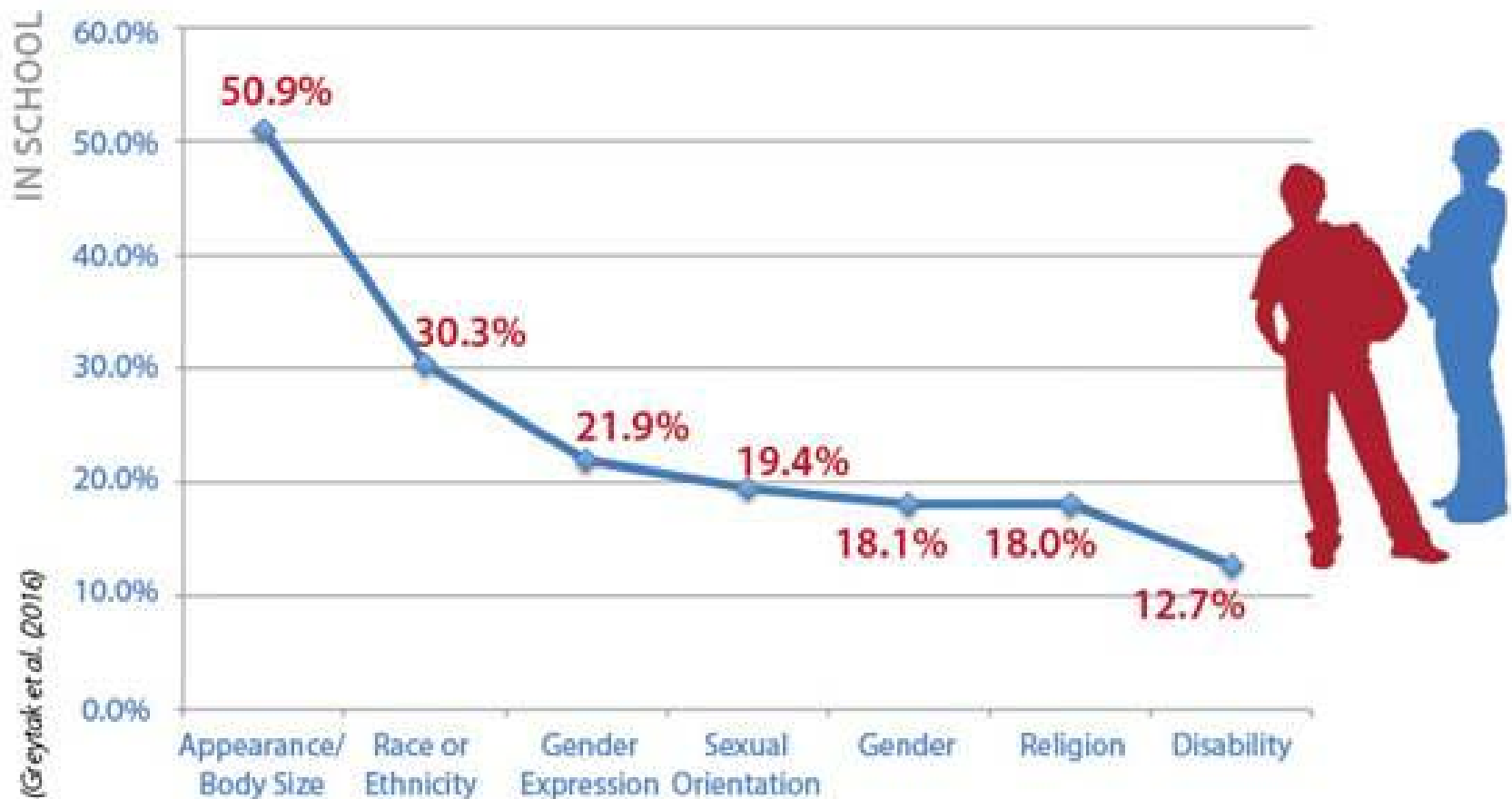
Educators are reporting incidents

SOURCE: [After Election Day: The Trump Effect // The Impact of the 2016 Presidential Election on our Nation's Schools](#)

- 8 in 10 reported **heightened anxiety** from marginalized students.
- 4 in 10 have heard **derogatory language** directed at students of color, Muslims, immigrants, and people based on gender or sexual orientation.
- 2,500 described **specific incidents** of bigotry and harassment that can be directly traced to election rhetoric.
 - ***Examples include graffiti, assaults on students and teachers, property damage, fights and threats of violence.***

Students report being bullied about:

SOURCE: [Bullying and Cyberbullying Prevention Strategies and Resources](#) (2015 survey)



Students don't often tell adults.

SOURCE: [Statistics on Bullying](#)

39% BULLIED, NOTIFIED AN ADULT
after a school incident

23% CYBERBULLIED, NOTIFIED AN ADULT
after an online incident

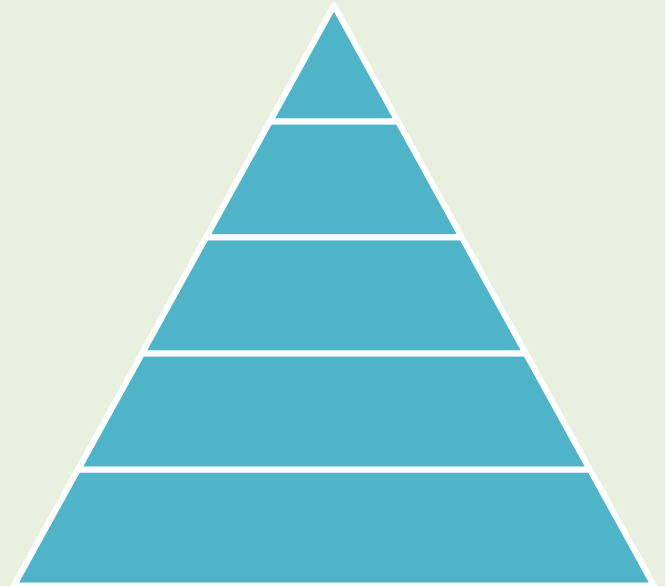


REASONS STUDENTS KEEP SILENT

- Negative messages about 'tattling' and "snitching"
- Fear of retaliation
- Don't think adults will handle well (won't get better, won't do anything, etc.)

What's the bigger context?

- Biased behaviors grow in complexity and impact.
- It's our job to intervene at the foundational levels.



The Pyramid of Hate



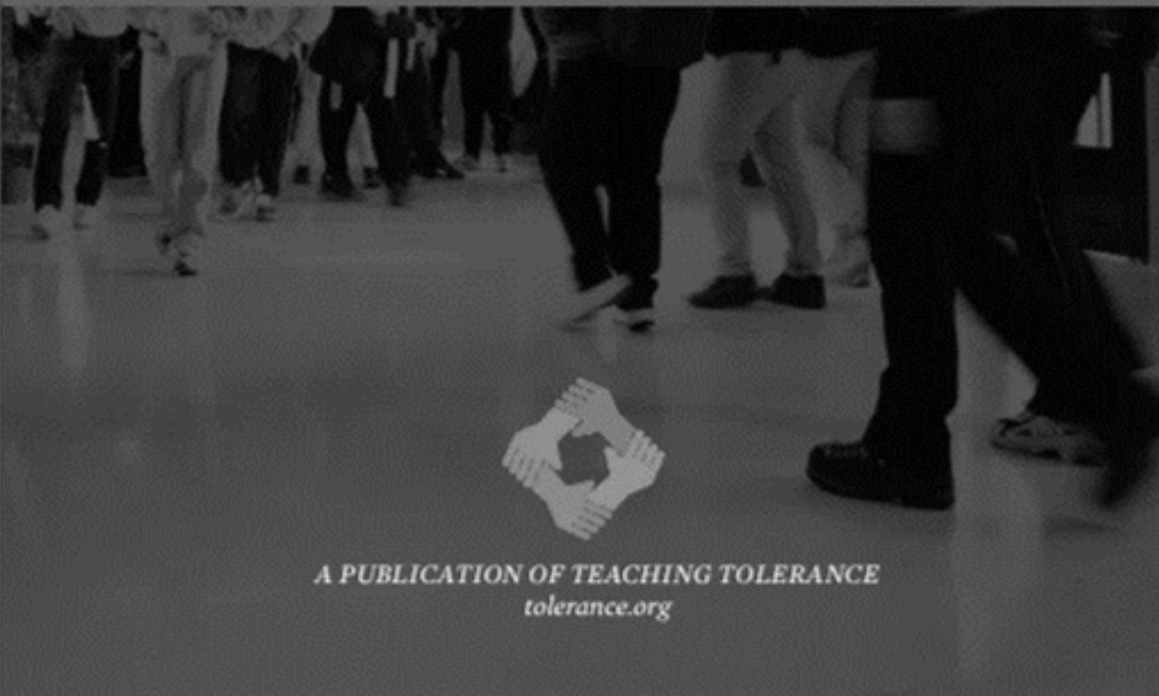
Connecting with others

- Anti-Defamation League's regional offices
- Teacher organizations for social studies, history, and English
- #CharlottesvilleCurriculum
- National AfterSchool Association
- YWCA local chapters
- Teach Back Initiative @ Hunter College

Creating a Response Plan

A GUIDE FOR ADMINISTRATORS,
COUNSELORS AND TEACHERS

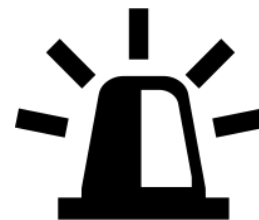
RESPONDING TO HATE AND BIAS AT SCHOOL



A PUBLICATION OF TEACHING TOLERANCE
tolerance.org



BEFORE



DURING



AFTER

During a Crisis

Nine key points to consider when responding to a crisis that has been triggered by a bias incident.





During a Crisis

1. Put safety first
2. Denounce the act
3. Investigate
4. Involve others
5. Work with the media
6. Provide accurate information—and dispel misinformation
7. Support targeted students
8. Seek justice, avoid blame
9. Promote healing

After the Worst is Over

Address long-term planning and capacity building for the future, including development of social emotional skills.





After the Worst is Over

1. Reflect on lessons learned
2. Pull together a task force to ensure follow-through
3. Start capacity building

Prevent a Crisis from Occurring

How can you assess your program's climate with an eye toward defusing tensions, preventing escalation and avoiding problems?





Prevent a Crisis from Occurring

1. Listen, watch and learn
2. Stay current, stay connected
3. Set high expectations
4. Make the most of teachable moments
5. Speak up

Training Staff



Program leaders must help staff address their own biases BEFORE expecting them to productively engage or respond to students and parents.

Staff must be able to:

1. Support a culture where young people can be honest & open about their lives, perspectives & experiences.
2. Make themselves approachable.
3. Identify incidents, follow procedures, & provide the appropriate support.
4. Educate students about hate, bias, & bullying.
5. Teach students to be allies.

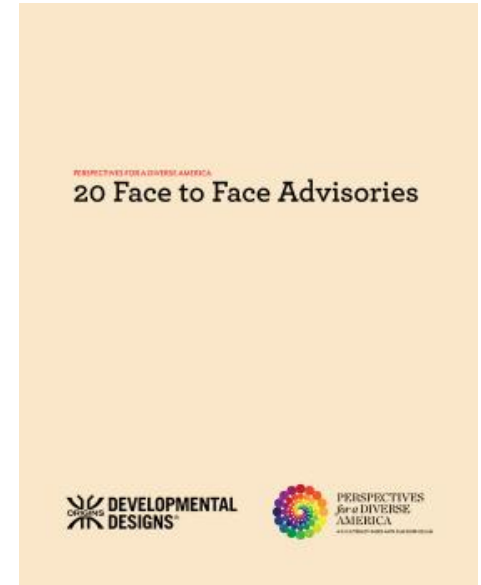
Keep in Mind...

- **Be a model for students:**
Educators need to do the work amongst themselves first.
- **Embrace messiness:** It's an on-going, non-linear process.
- **Ask yourself:** What message are we sending to youth by not talking about (x) issues / current events?



Getting Started

- Start where group is
- Build relationships & bridge cultural gaps
- Have staff do a bias self-assessment and unpack results together.
- Practice, practice, practice



Audience Q&A



Hoyt

Teaching Tolerance



Jinnie

Anti-Defamation League

There's a lot more to this issue.

1. Working with students
2. Engaging families and communities
3. Influencing school, district, or state policy
4. Tackling school climate



Thank you!



Afterschool Alliance