

Resources to promote belonging and inclusion



A MESSAGE TO THE FIELD

The Afterschool Alliance, Every Hour Counts, and the National AfterSchool Association are pleased to present this set of resources to help afterschool and summer learning providers fight hate and promote love in their communities. Collectively, our hearts are heavy with current events: the demonstration of violence, bigotry, hate, and racism in Charlottesville, how the uncertainty around Deferred Action for Childhood Arrivals (DACA) is traumatizing young people and families, and the fact that young people are witnessing an uptick in hate incidents in their communities and on social media. All over the country, afterschool leaders and professionals like you are standing up to promote a sense of belonging and inclusion, fighting for safe places now, and for peaceful and prosperous futures free from bigotry and hate. We hold diversity — in cultures, gender, spoken languages, sexual orientation, religion, race and ethnic backgrounds — as a treasure to be honored and celebrated in our communities. Together, we will make sure that young people across the country feel safe and supported. Whether you are a new or experienced practitioner, frontline staff, youth leader, or intermediary and city leader, it is critical for all of us to understand the role these events play in the lives of so many young people with whom we work.

We hope this resource guide streamlines your efforts to find advice, tools, and insights to help you navigate complex and difficult conversations and grow as advocates and educators.

Please note that this is a working document. If you have a resource you've found helpful and others should know about, please share by e-mailing info@afterschoolalliance.org or tweet at any of our organizations: [@afterschool4all](https://twitter.com/afterschool4all), [@EveryHrCounts](https://twitter.com/EveryHrCounts), [@NatlAfterSchool](https://twitter.com/NatlAfterSchool).

Sincerely,

The Afterschool Alliance, Every Hour Counts, and the National AfterSchool Association



DEFINING HATE AND BIAS

These definitions from the Anti-Defamation League can help you make sense of and better articulate current events in the national news, incidents that arise among students, and conversations that are happening in your community.

1. **Bias** - An inclination or preference either for or against an individual or group that interferes with impartial judgment.
2. **Prejudice** - Judging or having an idea about someone or a group of people before you actually know them. Prejudice is often directed toward people in a certain identity group (race, religion, gender, etc.).
3. **Bigotry** - An unreasonable or irrational attachment to negative stereotypes and prejudices.
4. **Discrimination** - The denial of justice and fair treatment by both individuals and institutions in many arenas, including employment, education, housing, banking and political rights. Discrimination is an action that can come from prejudice.
5. **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.
6. **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.
7. **Hate** - While there is some overlap between hate and bias, they are different things. For example, there are many examples of bias and discrimination that have nothing to do with hate — they have to do with perspective, prejudice, privilege, lack of experience with different groups of people, fear, stereotypes, implicit bias, etc. Hate can be defined a few ways:
 - **Individual or interpersonal hate** is defined as intense dislike for someone or something
 - A **hate crime** is a criminal act against a person or property in which the perpetrator chooses the victim because of the victim's real or perceived race, religion, national origin, ethnicity, sexual orientation, disability, or gender.
 - **Institutional hate** is a social group dedicated to performing different forms of bias. For example, a hate group is an organization whose goals and activities are primarily or substantially based on a shared antipathy towards people of one or more other different races, religions, ethnicities/nationalities/national origins, genders, and/or sexual identities.

How are these terms related?

The [Pyramid of Hate](#) shows how biased behaviors grow in complexity and impact. When people or institutions treat behaviors on the lower levels as being acceptable or "normal," it results in the behaviors at the next level becoming more accepted.

RESOURCES

In the aftermath of a tragedy

- [Responding to Hate and Bias at School](#) - Directed at administrators and program leaders, this guide offers nine key points to consider when responding to a crisis that has been triggered by a bias incident in your program or at the school your students attend. From Teaching Tolerance.
- [Recent Events of Violence](#) - What Can We Do? - A conversation between leaders in the afterschool field about the role of afterschool programs in responding to violence. From a 2016 Learning in Afterschool and Summer blog.
- [Ten Ways to Fight Hate](#) - A Community Resource Guide - All over the country people are fighting hate, standing up to promote tolerance and inclusion. More often than not, when hate flares up, good people rise up against it — often in greater numbers and with stronger voices. This guide sets out 10 principles for fighting hate in your community. From the Southern Poverty Law Center.
- [Empowering Young People in the Aftermath of Hate](#) - A guide for educators and families that provide the tools they need to help young people confront hate effectively in the aftermath of hate violence or terrorism in their community. From the Anti-Defamation League.
- [Crucial, Courageous Conversations: How to Talk to Kids About Racial Violence](#) - An advice column written by Rashida Ladner-Sewart, Senior Director of Program Support at ExpandedED Schools.
- [How to talk to your kids about the violence in Charlottesville](#) - Advice and tips from mental health experts and parents for talking to children about the violence in Charlottesville. From the Los Angeles Times.
- [Helping Children Cope with Traumatic Events](#) - A themed collection of resources rooted in mental health, grieving, and trauma expertise. From the American Federation of Teacher's Share My Lesson.



Proactive planning for leaders

- [Responding to Hate and Bias at School](#) - Referenced in the previous section, this administrator's guide also includes sections for what to do before and after a crisis. From Teaching Tolerance.
- [Examining Your School's Climate](#) - A toolkit to assess school climate that includes a questionnaire, student surveys, and a co-mapping activity for students and educators. From Teaching Tolerance.
- [11 Ways Schools Can Help Students Feel Safe in Challenging Times](#) - Prevention, intervention, and education strategies that promote inclusive school environments where young people can learn, thrive and become their best selves. From the Anti-Defamation League.

- [Respect is a Summer Camp Essential](#) - Strategies to help camps realize their potential in providing a rich, harmonious and respectful camp experience for all. From the Anti-Defamation League.
- [Being an Ally in the Workplace](#) - How program leaders can create a positive working environment that supports staff. From Skilltree Coaching.
- [Managing the Challenges of the Political Season: Bullying Prevention & Response: A Resource For School Administrators, Educators, Students and Communities](#) - A statewide coalition wrote this guide to help school leaders ensure they are in compliance with Iowa's Anti-Bullying and Anti-Harassment law and related federal protections. From the Iowa Bullying Prevention Council.

Professional development

These resources can be used to inform the design of professional development, or are activities that staff can complete and reflect on during a training.

- [Ten Things Students Wish Teachers Knew](#) - Quick guidance for frontline staff on how to handle name-calling and teasing. From the Anti-Defamation League.
- [An Equity Action Agenda for Youth Development Professionals](#) - Six ways OST practitioners can commit themselves to equity and inclusion. Written by Jennifer Curry, former COO of ExpandedED Schools.
- [Common Beliefs Survey: Working With Racially and Ethnically Diverse Students](#) - A professional development activity to examine common beliefs that help and hinder work with racially and ethnically diverse students. From Teaching Tolerance.
- [Test Yourself for Hidden Bias](#) - A willingness to examine one's own possible biases is an important step in understanding the roots of stereotypes and prejudice in our society. This set of tests measure unconscious, or automatic, biases. From Teaching Tolerance and Project Implicit.
- [Diversity Toolkit](#) - This online toolkit from the National Education Association provides an introduction to the multiple facets of diversity and offers basic information, a short list of strategies and tools, and suggestions for how to find out more.
- YMCA of Richmond's [training video](#) provides an example of how you might structure an introductory staff workshop to diversity and inclusion.
- [Speak Up at School](#) - A guide for educators who want to equip their students—and themselves—with the skills to stand up to bigotry in the moment. From Teaching Tolerance.
- [Start Empathy](#) – a collection of resources to help educators prioritize empathy, teamwork, leadership, problem-solving, and change-making as student outcomes.
- [Bullying and Cyberbullying Prevention Strategies and Resources](#) - A collection of resources for educators, administrators, students, and families. From the Anti-Defamation League.

CONNECTING WITH OTHERS

Across the country, many educators and community members are looking to learn more and develop a plan to support youth. Don't take this journey alone! Reach out online and in-person to share knowledge, strategies, and lessons learned.

1. [Teach Back Initiative](#) - A new project to share strategies among K-12 educators and researchers in addressing stigma, bias, violence, and exclusion. Led by the Queering Education Research Institute at Hunter College.
2. [#CharlottesvilleCurriculum](#), the new Twitter hashtag for educators, parents and anyone else looking for resources to lead discussions with young people.
3. Anti-Defamation League's [regional offices](#) - Each has an education staff member, and work locally to educate teachers and students against bullying and bias, as well as with community leaders and law enforcement personnel to understand hate crimes and discrimination—how to spot them and how to work together to combat them.
4. The YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom, and dignity for all. Some [local associations](#) provide trainings related to bias, diversity, and inclusion. Call your local chapter to find out their offerings.
5. The National AfterSchool Association's 32 [state affiliates](#) can serve as a regional hub to connect you with other out-of-school time professionals — reach out today!
6. Seek out local experts at community-based organizations or higher education institutions, where staff might have a background in equity and diversity, or deep knowledge of populations most often affected by prejudice and discrimination. Don't forget school-day teachers and district leaders in the history and social studies departments!



STATE AND DISTRICT POLICY

Tackling issues of bias on the individual and program level are tremendous efforts, but the larger policy context is important to attend to as well. Where you're able, collaborate to advance policy change and connect to school leaders, [Statewide Afterschool Networks](#), and other coalitions of community organizations who share your concerns about climate and equity.

- [School Discipline Reform, School Climate, and Equity Provisions in the Every Student Succeeds Act](#) (Dignity in Schools Campaign, 2016)
- [Chart of State Bullying Prevention Statutes: Components and Requirements](#) (Anti-Defamation League, 2017)
- [GLSEN](#) has written a model anti-bullying policy for states, districts, and schools. They also track federal and state legislation pertaining to protections for students' gender identity and sexual orientation.

GOING DEEPER WITH ANTI-BIAS EDUCATION

While we can all agree that we must ensure that students feel safe and supported in their educational environments, there are varying levels of comfort that individual educators and program directors might feel in how they choose to respond. The difficult topics surfaced by the incidents of hate and bias that we, and our students, have been seeing in the news bring out strong emotions among practitioners, students, their families, and community members. Topics like racism, classism, homophobia, and religious intolerance are never easy topics to bridge. If you have an interest in actively combating these with your students, **anti-bias education** (the active commitment to challenging prejudice, stereotyping, and all forms of discrimination) is a helpful body of work. The following organizations have decades of experience in developing tools and resources for educators. You may have noticed that many of the resources included in this guide are from these organizations!

1. [Anti-Defamation League](#) (ADL) is national civil rights and human relations organization, working to mobilize people to engage in reasonable discourse as together we find solutions to serve our diverse society. ADL provides a multitude of resources for anti-bias education and anti-bullying including tools and strategies; current, relevant curricula; and customizable, interactive training programs that incorporate the latest research.
2. [Teaching Tolerance's](#) mission is to reduce prejudice, improve intergroup relations and support equitable school experiences for our nation's children. Their work is founded on the belief that schools must educate all students for full participation in a diverse democracy, and an anti-bias approach encourages children and young people to challenge prejudice and learn how to be agents of change in their own lives. Their resources include educational frameworks, professional development tools, webinars, and more. Below are a few highlights:
 - [Critical Practices for Anti-Bias Education](#) offers practical strategies for accomplishing academic and social-emotional goals side by side. The framework is organized into four sections: Instruction, Classroom Culture, Family and Community Engagement, and Teacher Leadership.
 - [Social Justice Standards: The Teaching Tolerance Anti-bias Framework](#) provides a common language and organizational structure that can be used by educators to guide curriculum development and administrators to make learning environments more just, equitable, and safe.
 - [20 Face to Face Advisories](#) are a series of lessons to expose students to diverse perspectives and help them to critically and honestly analyze ideas from a variety of cultures. It all happens through safe, engaging, guided peer-to-peer activities that build social emotional skills and connections across differences.
 - [Let's Talk! Discussing Race, Racism and Other Difficult Topics with Students](#) is a guide to help educators prepare themselves to facilitate difficult conversations about race and racism, as well as other types of discrimination.



3. [Facing History and Ourselves](#) combines rigorous historical analysis with the study of human behavior in order to heighten students' understanding of racism, religious intolerance, and prejudice; increase students' ability to relate history to their own lives; and promote greater understanding of their roles and responsibilities in a democracy. Their resources include topical background reading, lesson plans, multimedia, teaching strategies, webinars, and more.
4. [Teaching for Change](#) operates from the belief that education can provide students the skills, knowledge, and inspiration to be citizens and architects of a better world — or they can fortify the status quo. By drawing direct connections to real world issues, Teaching for Change encourages educators and students to question and re-think the world inside and outside their classrooms, build a more equitable, multicultural society, and become active global citizens. Many of their resources are focused on literacy and younger children, and include book lists and lesson plans to teach about the Civil Rights Movement and critical approaches to U.S. history.

More resources

- [Addressing Racism and Stereotyping](#) is a themed resource collection from the American Federation of Teachers' Share My Lesson, and includes lesson plans and videos on contemporary topics such as racial profiling, hair and identity, white supremacy, and more.
- [GLSEN](#) works to support improved school climate, champion LGBT issues in K-12 education, and provide a host of resources including lesson plans, webinars, and more.
- [Everyone's Worried About Fake News. What Can Teachers Do About It?](#) is for educators who want to learn more about what fake news is and how they can educate students to determine what is and what is not accurate. From EDC.
- The [Critical Media Project](#) of the University of Southern California offers lesson plans and resources for talking about media literacy as it relates to race, ethnicity, and identity.

