



A WORLD OF DIFFERENCE® Institute Education Programs

ADL's A WORLD OF DIFFERENCE® Institute offers anti-bias and diversity education, training and materials for educators, staff, students, families, and community leaders to counter prejudice and bigotry, as well as promote positive human relations through increased knowledge and understanding. **Prejudice is learned and can be unlearned...** Anti-Bias Education fosters positive intergroup relations, challenges prejudice, and enhances learning for all students. (* = New programs for the 2012-13 academic year)

FOR EDUCATORS

Anti-Bias Teacher Training

Offers elementary and secondary school educators effective strategies to confront prejudice and discrimination in their classrooms. Workshops are tailored to address the needs of each school community. *Workshop length: Full or Multi-day*

The Miller Early Childhood Initiative of A WORLD OF DIFFERENCE® Institute

Offers anti-bias training and resources to the early childhood community to aid in creating and sustaining bias-free environments that encourage children to appreciate diversity before prejudice can take root. *Educators may earn up to 1 CEU.

Workshop length: 1½ days

Becoming an Ally: Interrupting Name Calling and Bullying

Provides educators with the necessary skills to combat name-calling and bullying behavior in their schools and in cyberspace.

Workshop length: Full day

Trickery, Trolling and Threats:

Understanding and Addressing Cyberbullying

Provides middle and high school educators, administrators and student support personnel strategies for how to respond effectively to cyberbullying. *Workshop length: Full day*

Cyberbullying: Focus on the Legal Issues

Offers interactive training for middle and high school administrators that examines the legal issues about cyberbullying and appropriate school responses to cyberbullying and cyberthreats.

Workshop length: Half day

FOR COMMUNITY MEMBERS AND FAMILIES

Youth and Cyberbullying: What Families Don't Know Will Hurt Them

Increases adult family members' understanding about the language, skills, information and challenges associated with cyberbullying. This knowledge will assist families in helping their children respond in appropriate ways to incidents of cyberbullying and in promoting safe and respectful online environments for all people.

Workshop length: 2—3 hours

The Miller Early Childhood Initiative of A WORLD OF DIFFERENCE® Institute

Offers anti-bias training and resources to aid in creating and sustaining bias-free environments that encourage children to appreciate diversity at an age when prejudice can begin to take root.

Available in English or Spanish. *Workshop length: Half day*

Youth & Family Service Program

Offers anti-bias training and resources (*Youth Service Activity Guide*) to leaders of community youth groups and other youth service providers to help create inclusive environments.

Workshop length: Two days

FOR STUDENTS

Names Can Hurt and *STEP UP! Assembly Programs

Offers a dynamic student-centered assembly to create a safe forum for students to examine tough issues and begin to effect positive change in their school and in their own behavior. *Assembly length: 45 minutes to 3 hours*

CyberALLY®: Prevent Cyberbullying – Be a CyberALLY

Increases middle and high school students awareness of the unique impact of cyberbullying and empowers youth to become cyberallies by preventing and taking action against cyberbullying and social cruelty in online forums. *Workshop length: Half or Full day*

Becoming an Ally: Interrupting Name-Calling and Bullying

Provides students with the necessary skills to combat name-calling and bullying behavior in their schools and in cyberspace.

Workshop length: Full day

Peer Leadership

Prepares middle and high school students to be leaders in combating prejudice in their schools and communities. Peer Leaders learn about social activism and plan and implement a variety of school and community projects designed to promote respect and understanding among their peers. *Workshop length: Two days*

Peer Training

Equips high school students with the knowledge and skills to address issues of bias and discrimination. Peer Trainers lead anti-bias workshops for peers and younger students to motivate them to take a stand against prejudice. *Workshop length: Three days*

Additional Resources and Programs

Anti-Bias Study Guide: A curricular resource for educators that promotes respect for diversity and inspires action against prejudice. *The Guides* can be purchased with a full-day Teacher Training.

Curriculum Connections: A Web-based multi-media collection of original lesson plans and resources that help K-12 educators integrate multicultural, anti-bias and social justice themes into their curricula. www.adl.org/education/curriculum_connections

Recommended Multicultural and Anti-Bias Books for Children is an online bibliography designed for educators, children, parents and other caregivers. It includes over 860 titles and is searchable by title, author, ISBN number, key word or category. www.adl.org/bibliography

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Understanding and Addressing Cyberbullying

A Series of Training Programs for Educators, Administrators, Youth Service Providers, Youth and Adult Family Members

Program Goals: The overall goals of these programs are to promote respect and inclusion in online forums as part of a broader strategy to create safe communities for all young people; and to help create informed youth populations who understand the importance of behaving responsibly and ethically online, and who are motivated to challenge cyberbullying in their schools and online communities.

Trickery, Trolling and Threats is a half-day (3-hour) or full-day (6-hour) training for middle and high school educators, administrators and youth service providers that increases awareness about the unique features and impact of cyberbullying, provides strategies for responding effectively to cyberbullying, and fosters an increased culture of e-safety among youth. Participants will:

- increase their understanding and awareness about cyberbullying
- understand how cyberbullying occurs and its unique features and impact
- explore the connections between cyberbullying, bias-motivated behavior and online hate activities
- learn strategies for empowering youth to respond to cyberbullying
- be better prepared to foster an increased culture of e-safety

Cyberbullying: Focus on the Legal Issues is an interactive 2.5 hour training for middle and high school administrators that examines the legal issues related to cyberbullying. Participants will:

- explore key legal and constitutional issues including free speech, privacy, liability and criminal law
- discuss hate crimes and bias incidents in cyberspace
- examine appropriate intervention strategies and disciplinary responses to cyberbullying and cyberthreats

CyberALLY® is a half-day (3-hour) or full-day (6-hour) interactive training for middle and high school-age youth that provides practical information and opportunities for skill-building that will support youth in developing personal strategies for protecting themselves against cyberbullying as well as acting as cyberallies—preventing and taking action against cyberbullying and social cruelty in online forums. Participants will:

- be empowered to recognize and effectively address cyberbullying
- explore the connections between cyberbullying, bias-motivated behavior and online hate activities
- gain tools and skills needed to respond to cyberbullying and to be cyberallies to others

Youth and Cyberbullying: What Families Don't Know Will Hurt Them is an interactive 1.5–2 hour training for adult family members that increases understanding about the language, skills, information and challenges associated with cyberbullying. This knowledge will assist families in helping their children/teens respond in appropriate ways to incidents of cyberbullying and in promoting safe and respectful online environments for all people. The program will:

- increase understanding and awareness about the problem of cyberbullying
- educate and empower adult family members to effectively discuss and respond to their children's/teens' experiences with cyberbullying
- provide adult family members with the tools and skills needed to educate their children/teens in responding to cyberbullying and being allies to others

Did You Know?

Studies of Internet-using adolescents indicate that **20%** of young people (over 5 million) have been the targets of cyberbullying and more than **10%** (almost 3 million) have bullied others online.

For some of these youth, online cruelty may be a precursor to more destructive behavior, including involvement in hate groups and bias-related violence.

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CYBERALLY®

A Cyberbullying Training Model for Middle and High School-Age Youth

Someone who **SPEAKS OUT** on behalf of someone else or **TAKES ACTIONS** against cyberbullying.



Did You Know?

Studies of Internet-using adolescents indicate that **20%** of young people (over 5 million) have been the targets of cyberbullying and more than **10%** (almost 3 million) have bullied others online.

In a recent study, **three out of every ten youth** reported that they knew someone who had been the target of cyberbullying.

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Prevent cyberbullying – be a CyberALLY!

With today's increasing access to online technology, the Internet and electronic media are a big part of most young people's lives. While there are many positive uses of electronic media, unfortunately, they have also become a vehicle for spreading hatred and intolerance based on race, religion, ethnicity, gender, sexual orientation and other parts of people's identities.

CyberALLY® is a half-day (3-hour) or full-day (6-hour) training for middle and high school-age youth that increases awareness about the unique impact of cyberbullying, provides strategies for young people to respond effectively to cyberbullying and fosters an increased culture of e-safety, ally behavior and respect for differences among youth. This interactive training program provides practical information and opportunities for skill-building that will support students in developing personal strategies for protecting themselves against cyberbullying as well as acting as cyberallies—preventing and taking action against cyberbullying and social cruelty in online forums.

Program Goals

The overall goals of this program are to promote respect and inclusion in online forums as part of a broader strategy to create safe communities for all young people; and to help create informed youth populations who understand the importance of behaving responsibly and ethically online, and who are motivated to challenge cyberbullying in their schools and online communities.

Program Objectives

- be empowered to recognize and effectively address cyberbullying
- explore the connections between cyberbullying, bias-motivated behavior and online hate activities
- gain tools and skills needed to respond to cyberbullying and to be cyberallies to others



**RESPECT
DIFFERENCES**

STOP BULLYING

TAKE ACTION

BE AN ALLY

step UP!

Assembly Program

A program for middle schools students designed to give a voice to the targets of bullying and prejudice, build empathy in the aggressors and inspire bystanders to become allies. **Support an inclusive and respectful school environment. Diminish name-calling and bullying. Encourage students to take responsibility. Step Up!**



ADL's A WORLD OF DIFFERENCE® Institute Step Up! Assembly Program is an interactive 75–90 minute assembly program for middle schools students, grades 6–8. The program includes post-assembly small group discussion materials and curricular resources for teachers.

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A WORLD OF DIFFERENCE[®] Institute

Miller Early Childhood Initiative

Anti-Bias Workshops for Educators and Families

Early Childhood Workshops

The Miller Early Childhood Initiative of A WORLD OF DIFFERENCE[®] Institute (The Initiative) of the Anti-Defamation League (ADL) provides anti-bias training and resources for the early childhood community. The goal of *The Initiative* is to assist caregivers, educators, and families in creating and sustaining bias-free early childhood programs and homes that encourage children to appreciate diversity at an age when the seeds of prejudice can begin to take root. To achieve this goal, ADL's trained facilitators deliver workshops to early childhood caregivers, educators, and families while supporting them with additional print resources to use in early childhood programs and homes. Facilitator techniques such as small and large group discussion, role plays, videos, case studies, and goal setting increase participants' understanding of bias and discrimination and provide ways to effectively interrupt acts of bigotry.

For CAREGIVERS, EDUCATORS and AIDES of children ages 3-5, *The Initiative* provides full or multi-day (6 - 10 hour) workshops focusing on understanding the impact of prejudice in an early childhood setting, and equipping educators with the tools and resources to address bias with young children. CEUs are available to the participants.

For ADULT FAMILY MEMBERS of children ages 3-5, *The Initiative* provides half-day (3-4 hour) workshops (in English or Spanish) which focus on how parents/guardians are children's "first teachers" when it comes to developing a sense of identity and combating stereotypes and negative attitudes.

RESOURCES

Workshop participants receive resources created through collaboration between ADL and Sesame Workshop (producers of Sesame Street), including *Bias-Free Foundations: Activities for Families*, *Activities and Guidebook for Educators*, *Early Childhood Poster*, and *Early Childhood Resources*. The activities and guidebooks contain projects and advice to assist adults in creating bias-free programs and homes for children ages 3-5. The resources booklet contains recommended reading lists, music and Internet sites to reinforce concepts introduced in the books and workshops, which the poster also highlights. The materials, written to be user-friendly, provide activities that easily integrate into daily routines.

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A WORLD OF DIFFERENCE® Institute

Anti-Bias Teacher Training

Full or Multi-day Workshops

Anti-Bias Teacher Training

A WORLD OF DIFFERENCE® Institute Teacher Trainings provide teachers, administrators, classified staff, and school community members the knowledge, awareness and skills to respond to prejudice and discrimination. Workshops are tailored to address the needs of each school community, such as multicultural education, prevention of bullying, LGBT issues, intergroup conflict or white supremacy.

Workshops can also offer hands-on instruction on the *Anti-Bias Study Guide* which provides lessons, materials, and activities with a multicultural focus that enables teachers to help students address bias and prejudice in their school community.

The *Anti-Bias Study Guide** is a comprehensive, interdisciplinary, standards-based curricula for educators to use with students in kindergarten through high school. The materials in the *Guide* help students understand that valuing diversity and speaking out against prejudice is an integral part of their education.

The activities in the *Guide* promote directed discussions, small-group work, brainstorming and role-playing. The *Guide* is comprised of four units: *People*, *Cultural Diversity*, *Examining Bias* and *Combating Bias*. Each unit consists of eight lessons, each becoming more complex as one progresses through the unit. Each lesson contains a rationale, learning objectives, requirements, procedures, additional strategies, student handouts, and discussion questions. All of the lessons are highly interactive, encouraging students to become involved in issues that affect their schools and communities.

*(Available only in conjunction with a full-day teacher training workshop)

Participant Comments

"The facilitators really created a great atmosphere that was safe and thought-provoking. The Study Guide is a wonderful tool with fabulous lessons I can't wait to use!"

"I entered the workshop with a personal belief that I was not prejudiced or biased in any way, shape or form. WOW! Now I know the true meaning of these terms and the subconscious ways in which I commit these errors in relationships."

"This was exactly what I was looking for — strategies and ideas for addressing issues in the classroom."

Overall Goal

School environments that are more equitable, safe, respectful, and appreciative of diversity.

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A WORLD OF DIFFERENCE® Institute

Becoming an Ally:

Interrupting Name-Calling and Bullying Workshop

Becoming an Ally (for Educators)

Bullying, a problem that schools throughout the country are currently facing, can have tragic consequences for individuals, families, schools and communities. Although often viewed as a normal part of childhood, bullying is now recognized as a form of violence that must be confronted. Although a recent national study cited in the Journal of the American Medical Association indicates that one third of all students regularly experience bullying at school as targets or perpetrators, all students have almost daily experiences as bystanders to these incidents. The head of the federal Safe and Drug-Free School Program is urging school administrators to recognize the seriousness of bullying and to treat it as aggressive behavior.

Name-calling, making faces, obscene gesturing, malicious teasing, rumors, slander, social exclusion, threats and physical violence are all manifestations of bullying that contribute to absenteeism, low self-esteem, depression, poor achievement, anti-social behavior, and even suicide. Despite its seriousness, studies indicate that teachers ignore these behaviors up to 97 percent of the time!

Services:

Becoming an Ally: Interrupting Name-Calling and Bullying is a full-day (6-8 hour) training for educators. This workshop is interactive, participatory, and provides practical opportunities for educators to develop and practice skills to respond to incidents of name-calling and bullying among students.

Participants will:

- ✓ recognize the impact name-calling and bullying have on the educational experience of all students
- ✓ understand their personal responsibility to act as allies to students who are targets of name-calling and bullying
- ✓ gain specific tools and strategies for interrupting students' name-calling and bullying behaviors
- ✓ evaluate the effectiveness of current policies and programs to deter name-calling and bullying among students

Overall Goal

Inclusive classroom and school environments where students feel respected and challenged to succeed

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A WORLD OF DIFFERENCE® Institute

Becoming an Ally:

Interrupting Name-Calling and Bullying Workshop

Becoming an Ally (for Students)

Bullying and name-calling, once accepted as unavoidable traditions in school districts, are increasingly being seen as serious issues. Current studies indicate that over 20% of all U.S. middle and high students have been bullied by other students during the current school term and that bullying can impact students' school attendance, attitudes and emotional well-being. The Federal Safe and Drug-Free Schools Program is recommending that schools take steps to address these concerns.

Services:

Becoming an Ally: Interrupting Name-Calling and Bullying is a full-day (6-8 hour) training for middle or high school students. This interactive training program provides practical opportunities to engage students in exploring the harms of name-calling and bullying and to develop and practice skills to respond to incidents.

Students will:

- ✓ identify experiences that have shaped who they are, their assumptions about other people and their view of the world.
- ✓ increase their understanding of the different perspectives that exist in any situation and the potential of one's perspective to influence thinking and behavior.
- ✓ increase their understanding of the impact of name-calling, bullying and other bias behaviors on their school and community.
- ✓ increase their awareness of name-calling and bullying incidents by understanding the different roles people play and the behaviors associated with each role.
- ✓ develop and use a variety of responses to challenge incidents of name-calling and bullying.
- ✓ better understand the specific role of being an ally and will develop skills to be an effective ally to targets of name-calling and bullying.
- ✓ formulate details on how to implement the program at school sites.

Overall Goal

Inclusive classroom and school environments where students are motivated to challenge name-calling and bullying behaviors in their peers and to be allies to other students who are targets of name-calling and bullying

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A WORLD OF DIFFERENCE® Institute

Names Can Hurt Assembly Program

Names Can Hurt Assembly Program

The A WORLD OF DIFFERENCE® Institute Names Can Hurt Assembly Program is a dynamic student-centered anti-bias program. Through the power of students' leadership and voices, the program works to create a safe forum for students to examine tough issues and initiate positive changes in their own behavior and in their school. A team of students and adults from the school community work with ADL Trainers in workshops to advance their understanding of diversity issues and to prepare an assembly for their peers.

"A life changing experience. Now I know how people feel and how deeply they have been impacted by bullying. I valued the stories shared. I want to make a change in today's society...make today better for tomorrow."

Student Participant

The assembly features a panel of students who share their own experiences with name-calling and prejudice. A portion of the assembly day is spent in small-group discussions co-facilitated by a student and an adult. (*typically a 3 day training + a 4 hour assembly, but can be adapted according to your school's needs*)

Participants will:

- ✓ Gain a working understanding of diversity issues and of the harmful consequences of name-calling, cyberbullying and other forms of bullying
- ✓ Increase the ability and sense of personal responsibility to break the cycle of hate and promote respect
- ✓ Disseminate knowledge and skills throughout the school and community to increase awareness of issues relating to prejudice
- ✓ Gain skills in essay writing, presentation, and collaboration

Program Components:

3 Workshops with ADL Trainers— workshops to prepare students and teachers to prepare for the assembly program

The Assembly—ongoing support during assembly preparation, and a specially trained ADL Moderator to lead the approximately 4 hour assembly

Follow up— ADL staff offers support and suggestions to assist the school

Overall Goal

Develop students' empathy, encourage ally behavior and provide students with leadership skills to help foster safe communities

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A WORLD OF DIFFERENCE® Institute

Peer Training Program

Peer Training Program

The A WORLD OF DIFFERENCE® Institute Peer Training Program is built on the knowledge that the most important influence on the development of the attitudes and behaviors of young people is the attitudes and behaviors of their peers. Building on this concept, the Anti-Defamation League (ADL)'s Peer Training Program prepares young people to use the positive power of peer influence to motivate other students to reflect upon their stereotypes and assumptions and take action against prejudice and bigotry in their schools and communities. (3 day training)

Participants will:

- ✓ develop and practice leadership and social action skills
- ✓ learn about and discuss bias and discrimination
- ✓ use positive peer influence to promote healthy, supportive, and respectful educational environments
- ✓ develop social responsibility, critical thinking and problem solving skills

Included Resources/Support Services

Peer Training Coordinator In-service workshops for (adult) school coordinators of the Peer Training Program

Manual for Peer Training Coordinators – Comprehensive manual which details how to implement the program at school sites

Manual for Peer Trainers – Resource and activity guide for students, with ongoing support for implementation of their program ideas

Results

More than 38,000 young people have been trained in A WORLD OF DIFFERENCE® Institute Peer Education Programs since 1991, impacting tens of thousands of young people in schools and communities.

“ The Peer Training Program gave me an opportunity to learn about other people and myself. This program made me realize what prejudices I may have and it also taught me how I can be a better person. Along with this, the Peer Training Program also gave me a chance to make new friends. ”
- Peer Trainer

“ One thing that I gained from the Peer Training Program was a great learning experience. It means a lot to me because trying to make the world a better place has to start somewhere. ”
- Peer Trainer

Overall Goal

Provide students with knowledge, resources, and facilitation skills to respond to bias and prejudice

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IMPACT OF ADL'S A WORLD OF DIFFERENCE® Institute PEER TRAINING PROGRAM

A 2006 Yale University Evaluation Study

In 2005-2006, Yale University conducted a national evaluation of the Anti-Defamation League's A WORLD OF DIFFERENCE® Institute Peer Training Program. On the basis of data gathered from over 500 students in ten schools, located in urban, suburban and rural settings across the United States, Yale researchers determined that the Peer Training Program can have an important effect on reducing bias in schools.

The Peer Training Program uses a unique combination of instructional and peer influence strategies to combat name-calling, bullying and harassment, and create safe and inclusive school communities. Yale evaluators concluded that this approach had a positive impact on students knowledge and awareness about issues of prejudice and discrimination in their environments, as well as their response to incidents of bias they witness.

SUMMARY OF FINDINGS

Enhanced understanding of the nature and manifestations of prejudice

Students are able to better identify structural discrimination on the basis of race, class, gender, religion, ability and sexual orientation.

Better comprehension of the negative impact of harassment

Students build empathy for others and recognize that name-calling and bullying can be a manifestation of prejudice.

Higher awareness of bias-motivated activities in schools

Students pay closer attention and are more aware of biased behaviors in themselves and other people.

Increased ability to respond to name-calling and other bias incidents

Students are more likely to intervene when other students are being targeted.

Greater confidence in ability to change their school climate

Students feel more empowered to enlist the support of their peers to stand up for others.

Improved skill in engaging peers in discussion about prejudice at school

Students show a greater level of comfort in talking about issues of bias and discrimination with their classmates.

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Yale Evaluation



A WORLD OF DIFFERENCE® Institute

Peer Leadership Program

Peer Leadership Program

The Peer Leadership Program seeks to provide young people with the skills to be leaders, role models, and social activists against prejudice and discrimination. Participants develop skills as leaders and learn how to create and implement their own ideas for making their schools and communities more respectful and inclusive. The activities of Peer Leadership Programs are unique and include events, projects, and campaigns with themes developed by the Peer Leaders themselves. (2 day training)

In general, the program does not require that students miss class or that classroom time will be used for their presentations or programs. *A Manual for Site-Based Coordinators* provides a comprehensive educational process that could be used as a curriculum for a credit-based leadership class or for an extra-curricular club.

Participants will:

- ✓ develop and practice leadership and social action skills
- ✓ learn about and discuss bias and discrimination issues
- ✓ use positive peer influence to promote healthy, supportive, and respectful educational environments
- ✓ develop social responsibility, critical thinking and problem-solving abilities through opportunities for real-life applications in their schools and communities

“I learned all the ism’s and situations that they are used in. We played them out and resolved them. We also learned what a leader should be like.” —Peer Leader

“I think it’s interesting that we get to act what is in real life and to be able to learn from ourselves.” —Peer Leader

“I think this is a great program and I feel fortunate to be a part of it.” – Site-Based Coordinator

Included Resources/Support Services

- 2 day training program for student Peer Leaders
- ½ day training for adult program coordinators
- *A Manual for Site-Based Coordinators* that includes a suggested timeline for the program, tips for implementation and activities
- *A Manual for Peer Leaders* that includes handouts, worksheets, and resources

Overall Goal

Provide students with the skills to be leaders, role models, and social activists against prejudice and discrimination

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