

# The Importance of Courageous Leadership

Preventing, identifying  
and responding to hate  
crimes and bias incidents

# Bias Incident

- Conduct, speech or expression motivated in whole or in part by bias or prejudice.
- If differs from a hate crime in that no criminal activity is involved.
- (Teaching Tolerance)

# Identifying

- Slurs and epithets are used
- Hate symbols or inflammatory symbols are used
- Perpetrator(s) admit their conduct was motivated by prejudice
- Target believes the incident was motivated by bias
- (Teaching Tolerance)

- Target(s) selected based on their race, ethnicity, religion, disability, sex, sexual orientation or other identity factors
- (Teaching Tolerance)

# What's happening?

- Where you are - ?
- Where I am - ?

# Southern Poverty Law Center

AFTER ELECTION DAY

## THE TRUMP EFFECT

THE IMPACT OF THE 2016 PRESIDENTIAL  
ELECTION ON OUR NATION'S SCHOOLS

- Over 10,000 K-12 teachers, counselors, administrators and other who work in schools responded.
- 90% report that school climate has been negatively impacted
- 80% describe heightened anxiety and concern on the part of students worried about the impact of the election on themselves and their families



# On the upswing

- Verbal harassment
- Use of slurs and derogatory language
- Incidents involving swastikas, Nazi salutes and Confederate Battle flags

- Although two-thirds report that administrators have been “responsive,” four out of ten don’t think their schools have action plans to respond to incidents of hate and bias.

# Cyber Stuff

- Facebook, Twitter, Instagram, Tumblr, Digg, StumbleUpon, Fark, four-square, reddit
- Resources:
  - [adl.org/cyberbullying](http://adl.org/cyberbullying),
  - [cyberbullying.us](http://cyberbullying.us),
  - [wiredsafety.org](http://wiredsafety.org)
  - New York Times: resources on bullying and cyberbullying, [nytimes.com](http://nytimes.com)

# Recommendations

- Set the tone.
- Affirm your school's values, set expectations about inclusion and respect, explain your vision for the school community.
- Every person in your school should understand the climate of tolerance at your school.
- Model inclusive, nonbigoted behavior and interrupt moments of bias among staff and students.

- Take care of the wounded.
- Especially immigrant, LGBTQ, Muslim, African-American and female students may be worried and upset.
- Be aware of those who may already be experiencing trauma.

- Double down on anti-bullying strategies
- Encourage everyone to be aware of bullying, harassment and bias.
- Everyone can be an ally and and upstander.

- Encourage Courage
- Let staff and students know that you expect them to speak up when they see or hear something that denigrates any member of the school community.
- Refer to the Speak Up At School wallet card

- Be ready for a crisis
- When an incident happens, is not the time to learn how to manage it.
- Refer to “Responding to Hate and Bias” ,  
[tolerance.org](http://tolerance.org)



- Who should respond?

- Everyone!

# Speak Up!

- Biased “jokes” aren’t okay.
- Slurs aren’t tolerated.
- Post signs
  - No Hate Zone
  - Safe Space
  - Sanctuary

Reference: [tolerance.org/speak-up-at-school](http://tolerance.org/speak-up-at-school)

# Resources

- Teaching Tolerance, Southern Poverty Law Center
- The Pyramid of Hate, Anti-Defamation League
- Responding to Hate and Bias at School, [tolerance.org](http://tolerance.org)
- Starting Small: Teaching Tolerance in Preschool and Early Grades, Teaching Tolerance
- Knowing Who You Are workshops

# ACSSW LEADERSHIP STANDARDS

# Education

- Promote student achievement and/or student development

# Mental Health

- Improve & advance student mental health and school culture

# Systems

- Engage in systems improvement policies, initiatives and practices



# Professional Responsibilities

- Promote professional ethics, behavior, learning and engagement

# Social Justice

- Advocate for social justice and equity



**I'm tired boss— mostly I'm  
tired of people being ugly to  
each other.**



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