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Resource List for Schools

Addendum to Attorney General Office's Guidance on Schools' Legal Obligations to Prevent and Address Hate and Bias Incidents

The below resources are presented as a sampling of approaches to this topic and are not endorsed by the Attorney General's Office.

Teaching Tolerance

PURPOSE:

- *Teaching Tolerance's* mission is to help teachers and schools educate children and youth to be active participants in a diverse democracy. With an emphasis on social justice and anti-bias, *Teaching Tolerance* provides free resources for K-12 educators to supplement their curriculum, inform their practices, and create civil and inclusive school communities where children are respected, valued, and welcome participants.

LINK:

- <https://www.tolerance.org/>

FORMAT:

- Classroom Resources
 - Lessons and Learning Plans
 - Student Texts and Tasks
 - Teaching Strategies
- Professional Development
 - Workshops and Trainings
 - Facilitator Guides
 - Webinars and Podcasts
- Publications

CONTENT:

- *Teaching Tolerance's* classroom resources provide a range of materials. For those unsure where to begin, *Teaching Tolerance* recommends its [Social Justice Standards](#), which include anchor standards and corresponding grade-level outcomes.
- *Teaching Tolerance's* professional development tools include scheduled workshops, trainings by request, learning modules, self-assessments, and other resources to help

educators enhance their teaching strategies and help administrators shape their school communities.

- Relevant publications include [Critical Practices for Anti-Bias Education](#) and [Responding to Hate and Bias at School](#), which contains sections on before a crisis occurs, when there's a crisis, and after the worst of the crisis is over.
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Anti-Defamation League (ADL)

PURPOSE:

- *ADL* is an anti-hate organization with a focus on the development of materials, programs, and services to build bridges of communication, understanding, and respect among diverse groups. The *ADL* has a regional [New England office](#).

LINK:

- <https://www.adl.org/>

FORMAT:

- Educational Programs and Trainings
- Tools, Strategies, and Discussion Guides
- Lesson Plans
- Webinars and Podcasts
- Reading Lists

CONTENT:

- *ADL*'s [anti-bias prevention programs and trainings](#) assist educators and students in understanding and challenging bias behavior and include school-wide programs and workshops for students, professional development workshops for educators and a school climate improvement framework. The *Anti-Defamation League*'s signature programs include [A World of Difference Institute](#), [No Place for Hate](#), and [Words to Action](#).
 - *ADL*'s [tools, strategies, and discussion guides](#) help educators and students promote safe, respectful, and inclusive learning environments. The resources include classroom tips and strategies and discussion and activity guides.
 - *ADL*'s collection of [K-12 curricula](#) include lesson plans and multi-grade units that promote critical thinking and assist educators in teaching current events topics through the lens of diversity, bias, and social justice.
 - *ADL*'s [education webinars](#) assist educators and parents in building inclusive and respectful learning environments and provide important information on curricula resources related to bias.
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Facing History and Ourselves

PURPOSE:

- *Facing History and Ourselves* uses lessons of history to challenge teachers and their students to stand up to bigotry and hate. *Facing History*'s resources address racism,

antisemitism, and prejudice at pivotal moments in history, helping students connect choices made in the past to those they do and will confront in their own lives.

LINK:

- <https://www.facinghistory.org/>

FORMAT:

- Educator Workshops, Courses, and Seminars
- Webinars
- Self-Guided Workshops
- Teaching Strategies
- Lesson and Unit Plans

CONTENT:

- *Facing History and Ourselves* provides learning opportunities for educators via in-person professional development and webinars to add more tools to their teaching toolbox.
- *Facing History and Ourselves* also provides sample lesson plans that include activities and resources for teaching current events, integrating the study of history and literature, and encouraging students to connect past events to current events in order to reflect on the choices they make today.

Learning First Alliance

PURPOSE:

- The goal of *Learning First Alliance* is to equip educators to create a healthy school culture and prevent acts of hatred and bias to protect and educate students. *Learning First Alliance* is composed of a dozen [education organizations](#), including AASA/the School Superintendents Association, the American Federation of Teachers, the National Association of Elementary School Principals, the National Association of Secondary School Principals, the National Education Association (NEA), the National PTA, and the National School Boards Association.

LINK:

- <https://learningfirst.org/>

FORMAT:

- Guide
- Recommended Resources

CONTENT:

- *Learning First Alliance*'s guide helps schools create safe and supportive learning communities.
- *Learning First Alliance* also directs schools to additional materials from its member organizations (e.g., NEA, National PTA).

National Association of School Psychologists (NASP) Guidance for Reinforcing Safe, Supportive and Positive School Environments for All Students

PURPOSE:

- *NASP's* mission states that parents, caregivers, and educators have a critical responsibility to help children and youth feel safe and secure and learn how to engage with others of differing viewpoints in a peaceful, tolerant, and respectful manner. Schools play a critical role in this process by creating a positive learning environment for all students.

LINK:

- <https://www.nasponline.org/>

FORMAT:

- Guidance

CONTENT:

- The [NASP Guidance for Reinforcing Safe, Supportive and Positive School Environments for All Students](#) provides tips for supporting children and youth in schools, emphasizing the role of schools in creating positive learning environments for all students and educators' role as facilitators for respectful discussions.

Massachusetts Department of Elementary and Secondary Education's Safe Schools Program for LGBTQ Students

PURPOSE:

- The *Safe Schools Program* is a joint initiative of the Department of Elementary and Secondary Education and the Massachusetts Commission on LGBTQ+ Youth that offers various resources and services to help schools implement state laws impacting LGBTQ+ students.

LINK:

- <http://www.doe.mass.edu/sfs/lgbtq/>

FORMAT:

- Training and Technical Assistance
- Curricula
- GSA Leadership Council

CONTENT:

- The *Safe Schools Program* provides schools with program assistance for LGBTQ+ students by offering training programs for educators and student leaders on topics related to sexual orientation, gender identity, and school climate.

- The *Safe Schools Program* also offers curricula resources, including model units, inclusive materials, and an inclusive reading list, that will help students value the contributions of LGBTQ+ individuals and understand their place in history, literature, and other fields.
 - The *Safe Schools Program* website offers additional resources, including references to applicable state laws, guidance, and model policies.
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GLSEN

PURPOSE:

- *GLSEN*'s mission is to ensure that every member of every school community is valued and able to learn and grow in a safe school environment regardless of gender identity, gender expression, or sexual orientation.

LINK:

- <https://www.glsen.org/>

FORMAT:

- Lesson Plans
- Professional Development Workshops
- Educator Guides
- Model District Policy
- Safe Space Kits
- Webinars

CONTENT:

- *GLSEN* provides educators with [curricula materials](#), including sample standards and lesson plans to foster a collaborative and inclusive classroom for LGBTQ+ students, improve school climate, and build leadership.
- *GLSEN*'s [educator guides](#) offer resources for specific Days of Action (e.g., Ally Week, Day of Silence) and for bringing LGBTQ+ visibility into the curriculum.
- *GLSEN*'s [professional development resources](#) include an educator training program with a series of modules, often offered by local *GLSEN* chapters.
- *GLSEN*'s [model district policy](#) aims to foster a welcoming educational environment that is free of discrimination and stigma for all students while complying with local, state, and federal harassment, discrimination, and bullying laws to ensure a safe school climate for all.
- *GLSEN* also offers a position statement on [restorative discipline](#) and a [Claim Your Rights](#) document for students.
- *GLSEN* has a local [Massachusetts chapter](#).

Safe Schools and Communities Program of Greater Boston PFLAG

PURPOSE:

- *Greater Boston PFLAG's* mission is to help change attitudes and create an environment of understanding through education, support, and advocacy so that LGBTQ+ family members, friends, and individuals can live in a world that is safe and inclusive.

LINK:

- <https://gbpflag.org/>

FORMAT:

- Trainings
- Workshops

CONTENT:

- *Greater Boston PFLAG's* [Safe Schools and Communities Program](#) offers customizable trainings for students, parents, educators, and administrators to foster a more inclusive environment.
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History UnErased

PURPOSE:

- *History UnErased* works to provide educators with the training and resources they need to contextualize LGBTQ+ history to create an inclusive U.S history curriculum for K-12 schools. *History UnErased* is based in Lowell.

LINK:

- <https://unerased.org/>

FORMAT:

- Training
- Instructional Resources
- Educator Resource Guide
- Peer-to-Peer Support

CONTENT:

- *History UnErased's* curriculum and instructional resources are targeted to grades six through 12 and are aligned with Massachusetts and national standards. The educator resources include live, virtual training sessions, educator guides for each thematic module, and online discussion forums.

Welcoming Schools

PURPOSE:

- *Welcoming Schools* is a professional development program that provides training and resources to elementary school educators to embrace family diversity, create LGBTQ+ and gender inclusive schools, prevent bias-based bullying, and support transgender and non-binary students. *Welcoming Schools* is a program of the *Human Rights Campaign (HRC) Foundation*.

LINK:

- <http://www.welcomingschools.org/>

FORMAT:

- School- and District-Based Trainings
- Lesson Plans
- Recommended Student Books
- Videos

CONTENT:

- *Welcoming Schools* facilitators conduct professional development trainings for educators in elementary schools and districts to help school staff work together to identify areas of change within the school and to provide strategies to make sure that all students feel included.
- *Welcoming Schools* lesson plans are designed to make classrooms more welcoming, inclusive, and safe. They are aligned with the Common Core Standards and can be integrated into social emotional learning (SEL) and anti-bullying programs.
- *Welcoming Schools* has videos for educators to show in their community to help foster a safe and more welcoming classroom environment.

Gender Spectrum

PURPOSE:

- *Gender Spectrum* works to create a gender-inclusive world for all children and youth by collaborating with families, organizations, and institutions to increase our understanding of gender and the implications of evolving views.

LINK:

- <https://www.genderspectrum.org/>

FORMAT:

- Guidance
- Toolkits

- Model Policies
- Support Plans
- Assessment Tool
- Signs and Forms

CONTENT:

- *Gender Spectrum* provides a [wide range of resources](#) such as model policies, toolkits, and support plans to create classrooms that are welcoming to children within any school community.
 - *Gender Spectrum*'s guidance, [Schools in Transition](#), provides practical recommendations and field-tested tips on supporting transgender students in schools.
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The National Association for the Education of Young Children (NAEYC): Anti-Bias Education for Young Children and Ourselves

PURPOSE:

- NAEYC is a professional membership organization focused on creating and promoting high-quality early education (birth through age 8) through development of curriculum, policy, and research. NAEYC has published a resource book entitled *Anti-Bias Education for Young Children and Ourselves*.

LINK:

- <https://www.naeyc.org/resources/pubs/books/anti-bias-education>

FORMAT:

- Curriculum Guidelines

CONTENT:

- *Anti-Bias Education for Young Children and Ourselves* provides early educators a resource for developing inclusive curricula and classrooms.
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Teaching Young Children to Understand and Accept Differences

PURPOSE:

- *Teaching Young Children to Understand and Accept Differences* provides educators and schools with strategies to promote the creation of a community that supports all dimensions of human differences. With a focus on young learners, it helps educators introduce a working concept of diversity that addresses the impact of social stereotypes, bias, and discrimination in children's development and interactions.

LINK:

- <https://lesley.edu/article/teaching-young-children-to-understand-and-accept-differences>

FORMAT:

- Teaching Strategies

CONTENT:

- *Teaching Young Children to Understand and Accept Differences* provides educators, especially early childhood professionals, with five teaching strategies that can be incorporated into learning environments to work towards creating an anti-bias classroom.
 - *Teaching Young Children to Understand and Accept Differences* also directs educators and others to *Leading Anti-Bias Early Childhood Programs: A Guide for Change* for program leaders working to create a culture for anti-bias work.
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Teaching for Change

PURPOSE:

- *Teaching for Change* helps teachers draw connections to real world issues and empower students to raise questions about the world around them and participate in building a more equitable society. *Teaching for Change*'s tools include opportunities for family engagement.

LINK:

- <https://www.teachingforchange.org>

FORMAT:

- Lessons
- Recommended Student Texts
- Articles
- Videos

CONTENT:

- *Teaching for Change* provides educators with downloadable lessons, recommended classroom books, articles, videos, and a collection focused on the development of an anti-bias curriculum.
 - *Teaching for Change* offers curated content in specific areas, including Teaching Central America, Challenge Islamophobia, and Civil Rights Teaching.
-

Reimagining Integration: Diverse and Equitable Schools (RIDES)

PURPOSE:

- *RIDES* is a project of the Harvard University Graduate School of Education that helps schools promote diversity, equity, and true integration, recognizing that having students of different races in school together does not automatically translate to educational equity. *RIDES* works with schools and districts to disrupt systemic inequality by building individual and team capacity to tackle race and racism and supporting the use of improvement tools, practices, and examples.

LINK:

- <https://rides.gse.harvard.edu/>

FORMAT:

- Coaching Tools
- Assessments
- Sample Policies
- Instructional Strategies
- Articles and Podcasts

CONTENT:

- *RIDES* provides a [variety of resources](#) designed to support work in improving equity outcomes, suggest strategies, and highlight promising practices for educators and administrators.
 - *RIDES* recommends [The Systemic Improvement Map](#) and the [ABCD Themes](#) as the two primary entrance points to its tools.
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Tools to Fight Hate: Know Your Rights Palm Card

PURPOSE:

- *Lawyers for Civil Rights (LCR)* aims to foster equal opportunities and fight discrimination on behalf of people of color and immigrants through legal action, education, and advocacy.

LINK:

- <http://lawyersforcivilrights.org/>

FORMAT:

- Handout/Palm Cards

CONTENT:

- *LCR's Know-Your-Rights Palm Cards* provide students, parents, educators, and administrators with a brief overview of how to protect themselves and others from hate crimes.
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Ten Ways to Fight Hate: A Community Response Guide

PURPOSE:

- The *Southern Poverty Law Center* is dedicated to fighting hate and bigotry and to seeking justice for the most vulnerable members of society through litigation, education, and other forms of advocacy. *Ten Ways to Fight Hate: A Community Response Guide* offers an educational tool for local communities.

LINK:

- <https://www.splcenter.org>

FORMAT:

- Guide

CONTENT:

- The *Southern Poverty Law Center's* [Ten Ways to Fight Hate](#) is guidance that offers ten ways to fight hate and discrimination and provides a whole-community approach.
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Courageous Conversation

PURPOSE:

- *Courageous Conversation* helps educators address race and racial disparities through safe, authentic, and effective dialogue in order to uncover personal and institutional biases that prevent students from reaching their fullest potential. *Courageous Conversation* is a project of the *Pacific Educational Group*.

LINK:

- <https://courageousconversation.com/>

FORMAT:

- Dialogue Protocol
- Seminar

CONTENT:

- *Courageous Conversation* is a protocol for effectively engaging in, sustaining, and deepening interracial dialogue. Through its Framework for Systemic Racial Equity Transformation, *Courageous Conversation* helps educators address persistent racial disparities intentionally, explicitly, and comprehensively.
 - *Pacific Educational Group* also offers a two-day seminar, *Beyond Diversity*, designed to help leaders, educators, students, parents, administrators, and community participants understand the impact of race on student learning and investigate the role that racism plays in institutionalizing achievement disparities.
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Interaction Institute for Social Changes (IISC)

PURPOSE:

- *IISC's* mission is to build collaborative capacity in individuals, organizations (including school districts), and networks working for social justice and racial equity.

LINK:

- <https://interactioninstitute.org/>

FORMAT:

- Trainings and Workshops
- Leadership Development
- Facilitation
- Strategic Planning

CONTENT:

- *IISC* leads [workshops and trainings](#) to provide participants with the opportunity to learn and practice the skills and tools of collaboration so that they can design meetings and build and run organizations with greater social impact.
 - *IISC* provides a range of [services](#) that help to facilitate inclusive organizational conversations and build collaborative and equitable leadership.
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The National SEED Project (SEED)

PURPOSE:

- *SEED* partners with schools to develop *SEED* leaders who guide their peers in conversational communities to create multicultural equitable classrooms and drive change toward social justice. *SEED* believes that, to create the most effective environments for learning and flourishing, schools need curricula, teaching methods, and workplace practices that are gender fair, multiculturally equitable, socioeconomically aware, and globally informed. *SEED* is a project of the Wellesley Centers for Women at Wellesley College.

LINK:

- <https://www.nationalseedproject.org/>

FORMAT:

- Trainings
- Online Community
- Regional Events and Workshops

CONTENT:

- *SEED* offers a seven-day New Leaders Week that prepares new participants to lead *SEED* seminars in communities where they are already employees or members. It also offers a three-day training that helps experienced leaders to hone their skills.
 - *SEED* also provides an online community that helps *SEED* leaders support each other and share resources.
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VISIONS, Inc.

PURPOSE:

- *VISIONS*'s mission is to equip individuals and organizations with the tools needed to thrive in a diverse world, to remove structural and cultural barriers that prevent full and

equitable participation, and to help create environments where differences are recognized, understood, appreciated, and utilized for the benefit of all.

LINK:

- <https://www.visions-inc.org/>

FORMAT:

- Workshops and Trainings
- Organizational Development Consultation
- Youth Engagement
- E-Learning

CONTENT:

- *VISIONS* offers tiered [workshops and trainings](#) focused on topics such as identifying unconscious bias and misinformation, communicating more effectively across difference, recognizing barriers to inclusion, and facilitating change in groups and organizations to create an environment of inclusion.
 - *VISIONS* [consults with organizations](#) to assess organizational culture and address the challenges unique to them.
 - *VISIONS* provides [workshops, technical assistance, and training for youth](#) and the adults who support them. Workshops are co-facilitated by youth trained to teach peer leadership skills.
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