Create a No-slur School District (and really mean it)!

1. No insults related to ability, appearance, culture, gender, home language,
race, ethnicity, religion, sexual orientation, social class

2. Raise awareness and empathy about the harm done by slurs

3. Teach people to speak up!

Teaching People to Speak Up

- Don't be quick to assume offense was the intent.

- Educate about why the impact was offensive.

- Focus on the event, not the person.

- Label what has occurred.

- Explain how you interpreted the slight, and how it may be interpreted by others.

- Emphasize the words or actions should not be repeated.

- Teach the importance of tone and temperament

- Explain assessing safety before speaking up

- Avoid permanent labels on people

Teaching People to Speak Up-Developing Ready Responses/Questions

"We don't use slurs at this school."

"What I just heard was not ok"

"I'm surprised to hear you say that."

"I don't think that's funny."

"What did you mean by that?"

"What point are you trying to make by saying that?"

"Did you mean to say something hurtful when you said that?"

Teaching People to Speak Up-Broaden to Universal Behavior

- **"Do you mean that everyone who is _____ or are you speaking about someone in particular?**

- **"I don't think that's a _____ thing. I think lots of different people have that quality.**

- **Every human being deserves dignity and decency."**

NOW IS THE TIME TO SPEAK UP

Teaching People to Speak Up: Connect to History-Why Words Can Hurt

- **"Statements like that have a long history of causing pain for entire communities."**

- **"What you said feeds into an old stereotype. Let's talk about where that comes from…"**

- **Do you know what that word means? Let me tell you about the history of that word."**

SPEAK UP
even when your
VOICE
SHAKES

Teach the Difference Between Teasing and Taunting

1. Teasing is playful, without power imbalance, people are laughing together
   and if someone asks for the banter to stop, it does

2. Taunting is a form of bullying: one-sided, being laughed at, does not stop when someone is distressed and frequently a power Imbalance exists

Teasing VS. Taunting/Bullying

Teasing
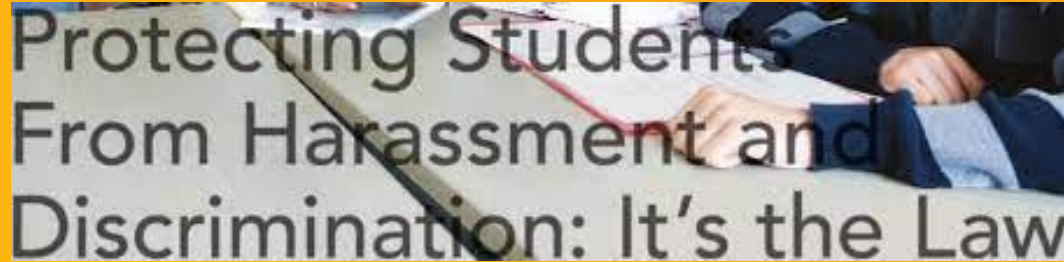
- Not intended to be hurtful
- Maintains the dignity of everyone involved
- pokes fun in a clever, lighthearted way
- Meant to get both parties involved to laugh
- Innocent in motivation
- Stopped when the person teased objects or asks to stop
- About laughing WITH someone

Taunting

- Intended to cause harm
- Intended to be cruel and humiliating
- Demeaning or bigoted designed as a joke
- Meant to diminish the individuals self worth
- Based upon imbalances of power
- Continued repeatedly and meant to cause fear of further behavior
- About laughing AT someone

Understanding the differences

Support Targeted Students

Protecting Students From Harassment and Discrimination: It's the Law

1. Ask if the student is ok
2. Let them know you value them, respect them and will not tolerate the behavior
3. Ask how you can support them
4. Report the incident
5. Contact any other trusted adults and let them know about the incident

Post and Live High Expectations

1. Expectations are for all members of the school community: adults & students

   1. Early and firm intervention of violations is vital

Teachable Moments Before Crisis

1. Don't be afraid to discuss/react to difficult situations with students and staff that have occurred elsewhere

What Happened?
Could it happen here?
How would we respond?
Build empathy by supporting the other school/organization
- Card of encouragement
- Banners of support
- Rallies

School Climate/DASA Response Team

1. Who manages incident response in our school, in our district?

2. What is our incident flow process?

3. How do we communicate about incidents?

School Climate Surveys for All

1. Who manages incident response in our school, in our district?

2. What is our incident flow process?

3. How do we communicate about incidents?