



As a leading provider of anti-bias education, the ADL's A World of Difference® Institute recognizes that attitudes and beliefs affect actions, and that each of us can have an impact on others, and ultimately, on the world in which we live.

ADL workshops provide a foundation for exploring bias and its impact on individuals and society. Participants acquire effective strategies to confront prejudice and discrimination while simultaneously developing tools to recognize and respect diversity. Programs help develop intergroup communication skills and model effective anti-bias methods. ADL's comprehensive anti-bias education, along with continuous anti-bias work, is the optimal way to create sustainable and long-term positive school climates.

Our nationally recognized interactive programs utilize a variety of training modalities, including small and large group discussions, case studies, video presentations, and collaborative problem-solving, and can be adapted for virtual programs. Our training agendas are customized based on the specific interests and needs of the participants and provide the scaffolding necessary for the best learning experience.

Needs Assessment Process:

The development of each training agenda will be informed by data gathered through a needs assessment process conducted prior to the training sessions. Once a program is scheduled, ADL staff will provide instructions for this process, which gathers information from participants.

Training Activities:

The following is an outline of the components of a typical training:

Identity Activities. Help participants understand the various dimensions of identity and apply this understanding to their thinking and behavior.

Examining Bias Activities. Promote the development of participants' understanding of prejudice and discrimination, and how it manifests in society today.

Challenging Bias Activities. Provide participants with opportunities to develop practical skills for responding to bias. Among these skills are problem-solving, challenging bias-motivated behaviors, and being allies to those who are targets.

Action Planning Activities. Provide tools and a process to assist participants in achieving their goals for positive change, creating and sustaining environments that are fair, equitable and respectful.

Anti-Bias Educator and Staff Training

Program Overview:

Our anti-bias training focuses on issues of equity, diversity, and inclusion. These sessions include the examination of personal and cultural identities, the manifestation of biases and their impact on communities, and the development of specific strategies for responding to bias. Within each tailored agenda, participants explore topics of interest to their specific needs. This is a foundational course in personalizing one's understanding and commitment to respectful and inclusive classroom environments. Experiences and activities will support participants so they can begin to explore identity, interpret difference, examine bias, and champion justice.

Program Goals

- To create a respectful, inclusive, and safe learning environment and community.
- To explore the various dimensions of identity and the impact our identity has on our interactions
- To build understanding of the value of diversity
- To improve intergroup relations
- To develop skills to challenge and interrupt bias

Components of the Program:

- Teacher/staff cohort
- Materials and resources provided
- 3 hours of training with a maximum of 35 participants per session
Note: For larger groups, multiple sessions can be facilitated concurrently
- ADL consultation services following training

Peer Leadership Training

Program Overview:

In this training, Peer Leaders gain opportunities to develop and practice their leadership skills within a context that has personal meaning and relevance to them. Students learn how to become allies through comprehensive training designed to address the specific issues they face each day in their schools and communities. Once trained, they work together over the course of the school year to plan and implement projects of their own choosing that they believe will promote a more respectful and inclusive school community.

Program Goals:

- To assist Peer Leaders (PLs) in developing a common vocabulary for discussing issues of diversity and discrimination
- To develop the capacity of PLs to recognize and acknowledge bias.
- To provide opportunities for PLs to develop and put into practice the skills to confront prejudice and discriminatory behaviors in themselves and others
- To disseminate knowledge and skills through the school and community that increase awareness of issues relating to prejudice
- To develop social responsibility in youth with opportunities to provide community service and model pro-social behavior
- To provide a forum where young people feel safe to define and speak out on important issues

Components of the Program:

- Student cohort, grades 9-12, who represent the diversity of the school
- Staff person(s) who will serve as Peer Leadership advisor(s) for the school year
- 12 hours of training with a maximum of 35 participants per session
Note: For larger groups, multiple sessions can be facilitated concurrently
- Peer Leaders will meet regularly to continue to develop leadership skills and creating unique programs that promote respect and inclusion in their schools and communities
- 12 hours ADL consultation services following training

Logistics for Newport-Mesa Professional Development and Peer Leadership Training

In 2019, as a part of a multi-year plan to combat antisemitism and all forms of bias, anti-bias training was offered to the certificated faculty from Newport Harbor High School, Corona del Mar High School, Costa Mesa High School, and Estancia High School as well as administrators at the district level. Due to COVID, the plan to offer this training to remaining faculty and staff at the secondary level the following year had to be postponed and is now being proposed. As part of Newport-Mesa USD's commitment to creating inclusive school climates, this training affords all schools the opportunity to develop knowledge and skills to create sustainable, inclusive environments for all students.

Peer Leadership training is available to all high schools in NMUSD and is a voluntary training for student leaders.

School	Number of sessions
Back Bay Certificated Faculty	1
TeWinkle Certificated Faculty	1
Ensign Certificated Faculty	1
Cloud Campus Certificated Faculty	3
Newport Harbor HS Classified Staff	2
Costa Mesa MS/HS Classified Staff	2
Corona del Mar MS/HS Classified Staff	2
Early College Certificated Faculty	1
Total sessions	13

Fee Structure

Type of training	Cost per session	Total sessions	Cost
Each 3-hour general anti-bias training for the schools listed above	\$1,750	13	\$18,200*
Peer leadership training for all high schools	\$5,000	2	\$8,000*
Total cost			\$26,200

*20% Discount for multiple sessions