



# Responding to Hate Language

PYD Network Webinar 11/21/2017

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# PYD Network: History & Background



NYS Partnership:  
1998 - 2012

New PYD Curriculum 2015

New PYD Online  
Courses 2016-17



[http://www.actforyouth.net/youth\\_development/professionals/](http://www.actforyouth.net/youth_development/professionals/)

# Objectives

1. Explore examples of hate incidents & language
2. Develop a plan & protocol to handle incidents
3. Identify resources to support your efforts (online, in the school, in the community)

**Foul!**  
**Harmful, Threatening, Abusive,  
Hateful, or Defamatory Language!**



  
PHB Mod

**The trap door  
opens next time.**

# Question

- What are some examples of hateful, problematic or challenging language and/or actions that you've seen at your sites?



# 5% Rise in Hate Crimes in 2016

- According to Annual FBI stats, 1<sup>st</sup> time in over 10 years the country has experienced consecutive annual increases in crimes motivated bias against race, religion, sexuality, national origin or disability.
- About 58% based on racial bias...more than ½ of those against Black people.
- 15 % increase in bias against Latinos.
- 38% increase in bias against Arabs & 17% against whites.
- 3% increase in anti-Jewish incidents
- Nearly 20% increase in anti-Muslim incidents.

# Hate incidents on the rise in the US



## Pride flags are being burned in Rochester

RPD and RFD are investigating as arson

Posted: Nov 09, 2016 08:43 PM EST  
Updated: Nov 10, 2016 12:55 PM EST



ROCHESTER, N.Y. (WROC-TV) - A possible attack against the local LGBTQ community happened this week - less than 24 hours after Election Day.

**Shaun King** @ShaunKing  
Placed on their car in NC.  
"Can't wait until your 'marriage' is overturned by a real president. Gay families = burn in hell. Trump 2016"  
  
RETWEETS 12,355 LIKES 8,760  
6:38 PM - 9 Nov 2016

NEWS DESK  
**HATE ON THE RISE AFTER TRUMP'S ELECTION**  
By Alexis Okeowo November 17, 2016



**TIME**  
DONALD TRUMP  
**There Have Now Been More Than 400 Racist Incidents in the U.S. Since Election Day**  
Melissa Chan  
Nov 16, 2016

**Manik R** @ManikRathee - Nov 9  
As I'm stopped at a gas station this morning, a group of guys yell over: "Time to get out of this country, Apu!"  
Day 1.  
30K 30K



POLITICS  
**U.S. Hate Crimes Surge 6%, Fueled by Attacks on Muslims**  
By ERIC LICHTBLAU NOV. 14, 2016  
WASHINGTON — The **F.B.I.** reported Monday that attacks against American Muslims surged last year, driving an overall increase in hate crime against all groups.

# Examples of hate language & actions

## Comments:

- That's so retarded
- "You're in America, speak English!"
- "Those people are thugs/terrorists. They're not like us"
- "Transgender people shouldn't be allowed to use *any* bathroom they want. They could hurt kids"
- "Go back to where you came from"
- "That's so gay" / "No Homo"
- "Go kill yourself."
- "She's a T.H.O.T./ho"
- "Poor kids are dirty"

## Non-verbal communication:

- Side looks & judgment re: sexual orientation, gender identity/expression, race, class, dress, language spoken, etc.
- Intimidation of marginalized people including people with disabilities (physical, intellectual, mental, developmental)

TAKE ACTION:

"What do I do? What  
am I supposed to  
say?!"





# TIP #1: Proactive Strategies

- Creating a safe and respectful space (group rules, expectations)
  - Respect/Safe Space/Don't Yuck my Yum
  - Ouch & Oops
  - I-Statements/Messages
  - Be mindful of your intention and your impact
- Encourage good communication through T.H.I.N.K. model
  - T = Is it TRUE (Is it based on fact or opinion?)
  - H = Is it HELPFUL (Will your words help you, others or the situation?)
  - I = Is it INSPIRING (Does it promote honest AND respectful dialogue?)
  - N = Is it NECESSARY (Would this be better left unsaid?)
  - K = Is it KIND (What is your motivation for communicating?)

# TIP #1: Proactive Strategies Continued

- Set the standard from the beginning, and consistently reinforce
- Be an example
- Activities to stimulate thought, reflection, and perspective change:
  - My Multicultural Self: <https://www.tolerance.org/classroom-resources/tolerance-lessons/my-multicultural-self>.
  - Privilege Walk: <http://edge.psu.edu/workshops/mc/power/privilegewalk.shtml>
  - Identity Iceberg
  - Human Scavenger Hunt
  - Dot activity/XYZ

# TIP#2: Assess the situation

- What has happened?
- Who is/may be impacted?
- Where am I?
  - Setting
  - Time
- What else needs to be addressed?

# TIP #3: Reactive Strategies

- Reinforce group agreements (*respect, safe space*)
- Ask for clarification ("I'm sorry, what did you just say?", "What does that mean?")
- Paraphrase or repeat back what they said ("So what I hear you saying is...").
- Ask for more information ("Where did you get that from?").
- Express empathy first ("You seem to have some pretty strong feelings about \_\_\_\_.").
- Play "dumb" ("I'm not sure what them being gay/Black, etc. has to do with \_\_\_\_.").
- Give information or alternative perspectives (*personal experience, research*).
- Encourage empathy ("How would you feel if someone talked about your \_\_\_\_\_ like that?").

# TIP #3: Reactive Strategies, continued

- Express your feelings (*"I'm not comfortable when I hear you talk about a person/a specific group in that way. I'd like you to stop."*).
- Share your own process (*"I used to make those assumptions too, but then I learned that those are untrue generalizations and try to catch myself when I start to think that"*).
- Separate intent from impact (*"I know you were trying to be funny, but that joke is offensive because..."*).
- Highlight commonalities (*hobbies or interests in common or possibly shared oppressions*), without lecturing or shaming.
- Consider W. I. I. F. T. (*What's in it for them*).
- Point out policies or laws that prohibit such conduct.
- Use humor.

# Considerations

- Am I in a good enough place internally to respond effectively?
  - Have I have done the appropriate personal work regarding this issue?
- What is my goal?
  - Stop the behavior? Educate the other person? Change the other person's belief or view?
- Consider the investment.
  - Is this a friend? A family member? A coworker? A stranger? Are you on your way to work and just stopped in the coffee shop, at a family reunion or at a meeting?

# Do the best you can

## Remember...

- It is a process
- No overnight fixes
- No one size fits all
- The importance of self-care

## Invite opportunities to...

- Teach empathy
- Promote diversity
- Find allies & champions (adults & youth!)

# Discussion





# Where do we go from here?

- What can we do in-house?
- What strategies have worked for you?
- Who are your champions and allies?
  - In the schools? (including: school Board members, teachers, admin and students)
  - In your community? (Other community organizations, community leaders)
- There is a law for schools that prohibits harassment, bullying and discrimination called The Dignity for All Students Act (DASA).
- Are you aware of who the Dignity Act/DASA contact in the school is? (NYC will have a Respect For All person).

# How do I find my Dignity Act/Respect for All Contact?

- In NYC, there should be signage throughout the building indicating who the Respect For All contact is.
- Upstate, it is required to be listed by school, name and contact info within the Code of Conduct which is required to be listed on the district website. Also, required to have signage with the DA name and contact info as well.
- Also, most districts post a reporting form on the website too.
- For more info, check out The Dignity Act page on the NYSED.gov website: <http://www.p12.nysed.gov/dignityact/>

# Resources

- Teaching Tolerance

<http://www.tolerance.org/publication/responding-hate-and-bias-school>

- Anti-Defamation League (ADL)

<http://www.adl.org/education-outreach/curriculum-resources/c/additional-anti-bias-resources.html#.WJtfNVUrLcs>

- Southern Poverty Law Center

<https://www.splcenter.org/20150126/speak-responding-everyday-bigotry#school>

- National Coalition Building Institute (NCBI)

<http://ncbi.org/>

- How to Address the Use of "Retard" or "Gay" in the Classroom

<https://www.weareteachers.com/best-of-teacher-helpline!-addressing-retard-or-gay-in-the-classroom/>





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