

MAINE'S OFFICE OF THE ATTORNEY GENERAL CIVIL RIGHTS TEAM PROJECT

In-Service Training: Challenging Bias and Harassment in Our Schools

Audience: Any adults working in/with elementary, middle level, and/or high schools.

Time Commitment: 3 full hours **Facilitator:** Brandon Baldwin

In-Service Description:

Students struggle to learn when they feel unsafe, unwelcome, or disrespected in the school setting. The mission of the Civil Rights Team Project is to increase the safety of all Maine students. This in-service will help participants work individually and collaboratively to help insure that all students can learn in an environment free of harassment where they feel safe, welcome, and respected.

Is this an anti-bullying workshop?

No. That answer surprises many people, but the Civil Rights Team Project focuses on bias behaviors, especially those related to race, national origin and ancestry, religion, physical and mental disability, gender, and sexual orientation.

Bullying and bias are sometimes connected, but they are not the same thing. This distinction is an important part of this training.

Overall Objectives:

The training will accomplish the following objectives:

1. Describe the extent of bias-based behaviors, harassment, and civil rights violations in Maine schools.
2. Provide participants with a fuller understanding of the destructive impact that bias and hate have on targeted students and overall school climate.
3. Highlight relevant laws and policies related to bias-based behaviors in schools.
4. Model and help participants develop practical strategies for intervention when bias behaviors and harassment occur in schools.
5. Showcase the purposes and functions of civil rights teams in schools.

The training is highly participatory and interactive, utilizing a blend of approaches that is sure to engage participants with its information and relevance. It is both philosophical and practical. Participants should leave feeling empowered to make a positive difference in improving school climate so that all students feel safe, welcome, and respected.

Our Expectations:

We know that professional development time is at a premium in today's busy school schedules. We want to make sure schools and workshop participants get the most out of this in-service training. To help insure that this happens, we have a series of expectations that will maximize its effectiveness.

Before the In-Service:

- Send us copies of the school's harassment policy and reporting protocols
- Give us an approximate head count for the number of workshop participants
- Prep workshop participants for our arrival by sharing a brief description of the training (provided upon registration)

Set-Up:

- Screen or blank wall
- Table with access to power outlet and/or extension cord
- Tables for participants
- Wireless internet access to YouTube
- Microphone available (if needed)

For the In-Service:

- An absolute minimum of 3 hours, not including any administrative or housekeeping business that needs tending to
- Administrative introduction and presence

After the In-Service:

- Participants complete a brief online survey for the purpose of collecting feedback. We will send the address for this survey the day before the in-service training.
- Administration conducts at least one follow-up session with in-service participants. We will provide materials for that follow-up session.
- Administration makes itself available for a follow-up call from the Office of the Attorney General to discuss effectiveness, next steps, and ongoing efforts.

If your school/district can provide for all of these expectations, we are confident that participants will find this in-service a rewarding experience that will benefit them, their students, and the overall school culture and climate.

If you are interested in scheduling the Civil Rights Team Project for an in-service training with your school/district, please contact:

Brandon Baldwin at: brandon.baldwin@maine.gov or 626-8548

We will informally arrange for a date and time, at which point we will send you a registration form to make the in-service training official.