



## **IN-SERVICE TRAINING**

### **Challenging Bias and Harassment in Our Schools**

**Audience:** Adults working in (or with) elementary, middle level, and/or high schools

**Time Commitment:** 3 full hours

**Facilitator:** Brandon Baldwin

#### **In-Service Description:**

All students should feel safe, welcome, and respected in school. When they don't, they struggle to learn. The mission of the Civil Rights Team Project is to increase the safety of all Maine students by reducing bias-based behaviors and harassment in our schools. We do this by helping schools think and talk about civil rights issues; those related to race and skin color, national origin and ancestry, religion, disabilities, gender (including gender identity and expression), and sexual orientation.

#### **Is this an anti-bullying workshop?**

No. That answer surprises many people, but the Civil Rights Team Project focuses specifically on issues of bias. Bullying and bias are sometimes connected, but they are not the same thing. This distinction is an important part of this training.

#### **Overall Objectives:**

This highly participatory and interactive training will:

1. Present a model for understanding the concept of bias.
2. Make clear why schools need to think and talk specifically about issues related to race and skin color, national origin and ancestry, religion, disabilities, gender (including gender identity and expression), and sexual orientation.
3. Help participants identify bias-based behaviors and practices in their school communities.
4. Highlight laws and policies related to bias-based behaviors in schools.
5. Share prevention and intervention strategies for bias-based behaviors and harassment in our schools.
6. Challenge adults to take an active role in creating a school climate that is safe, welcoming, and respectful for all our students.

Participants should leave feeling empowered to make a positive difference in improving school climate so that all our students feel safe, welcome, and respected in school.

## **Our Expectations of You:**

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

### **Before the In-Service:**

- Send us a link to the school's harassment policy (ACAA)
- Give us an approximate head count and information about who will be participating in the training
- Prep workshop participants for our arrival by sharing a brief description of the training (provided the week before via email)

### **Set-Up:**

- Tables for participants (not a theater or auditorium environment)
- Large screen or blank wall (or I can bring one or two screens)
- Small table for my laptop, projector, and speakers
- Microphone available (if needed)

### **For the In-Service:**

- Participants are there on time and ready to work
- 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:**

- If the school does not already have a civil rights team, we should discuss the possibility of starting one
- I am available for follow-up consultation

If your school/district can provide for all of these expectations, we are confident that participants will find this training a rewarding experience that will benefit them, their students, and 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](mailto: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.