



# Anti-Defamation League: A WORLD OF DIFFERENCE® Institute

ASSISTANT EDUCATION  
DIRECTOR: Anthony Eftimeo





## HISTORY OF ADL



- Established in 1913
- Civil rights and human relations organization
- **A WORLD OF DIFFERENCE®** Institute: Anti-bias and bullying prevention education



## OBJECTIVES

- To promote respectful, inclusive and safe learning environments and communities.
- To build understanding of the value and benefits of diversity.
- To improve intergroup relations.
- To eradicate anti-Semitism, racism and all forms of bigotry.
- To encourage personal responsibility in the promotion of justice and equity.



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# COMMUNITY GUIDELINES

**R** ESPECT  
**E** MPATHY  
**S** AFE  
**P** ERSPECTIVE  
**E** XCELLENCE  
**C** OMMUNICATION  
**T** IME



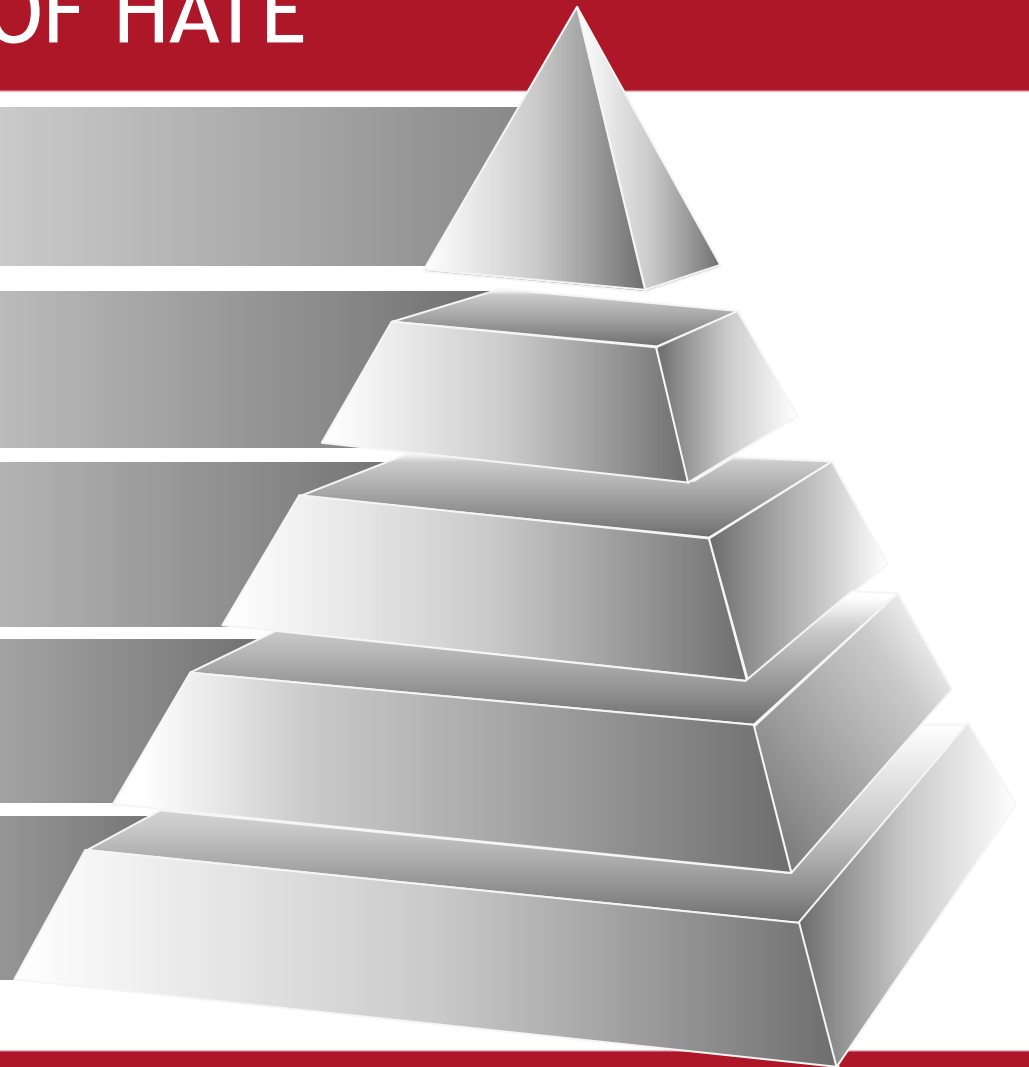
# Pyramid of Hate

In one school, a group of four boys began whispering and laughing about another boy in their school that they thought was gay. They began making comments when they walked by him in the hall. Soon, they started calling the boy insulting anti-gay slurs. By the end of the month, they had taken their harassment to another level, tripping him when he walked by and pushing him into a locker while they yelled slurs. Some time during the next month, they increased the seriousness of their conduct—they surrounded him and two boys held his arms while the others hit and kicked him. Eventually, one of the boys threatened to bring his father's gun into school the next day to kill the boy. At this point, another student overheard the threat and the police were notified.



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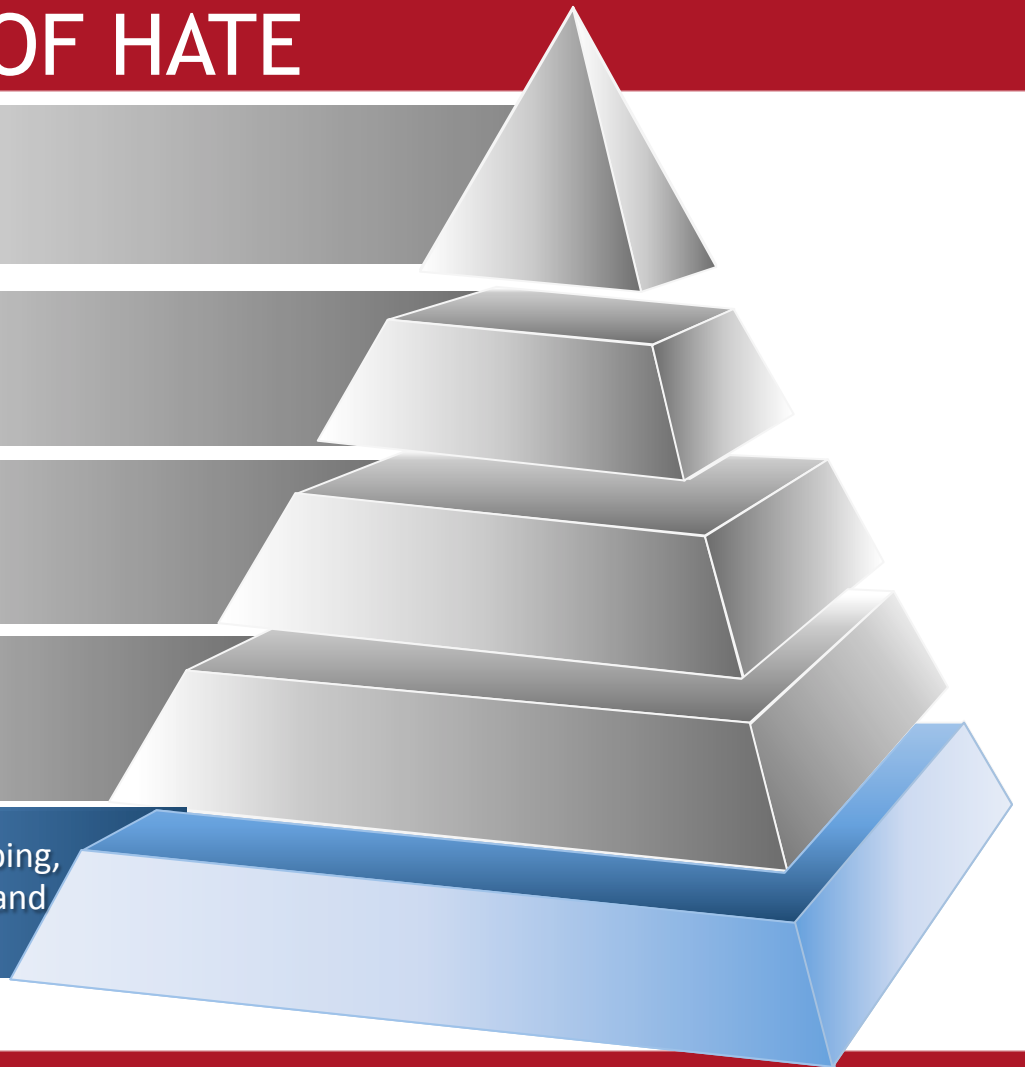
# PYRAMID OF HATE





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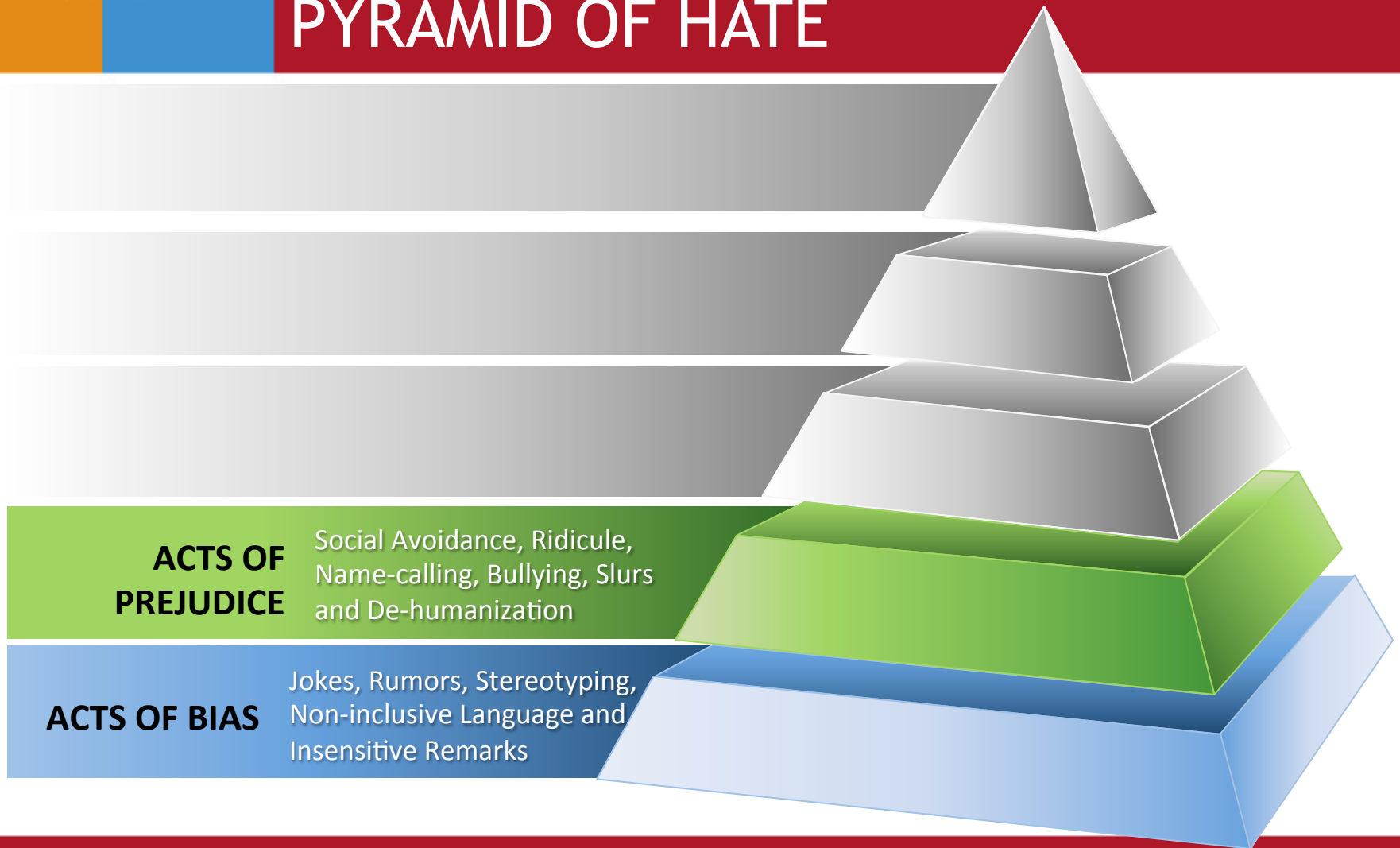
## ACTS OF BIAS

Jokes, Rumors, Stereotyping,  
Non-inclusive Language and  
Insensitive Remarks



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# PYRAMID OF HATE

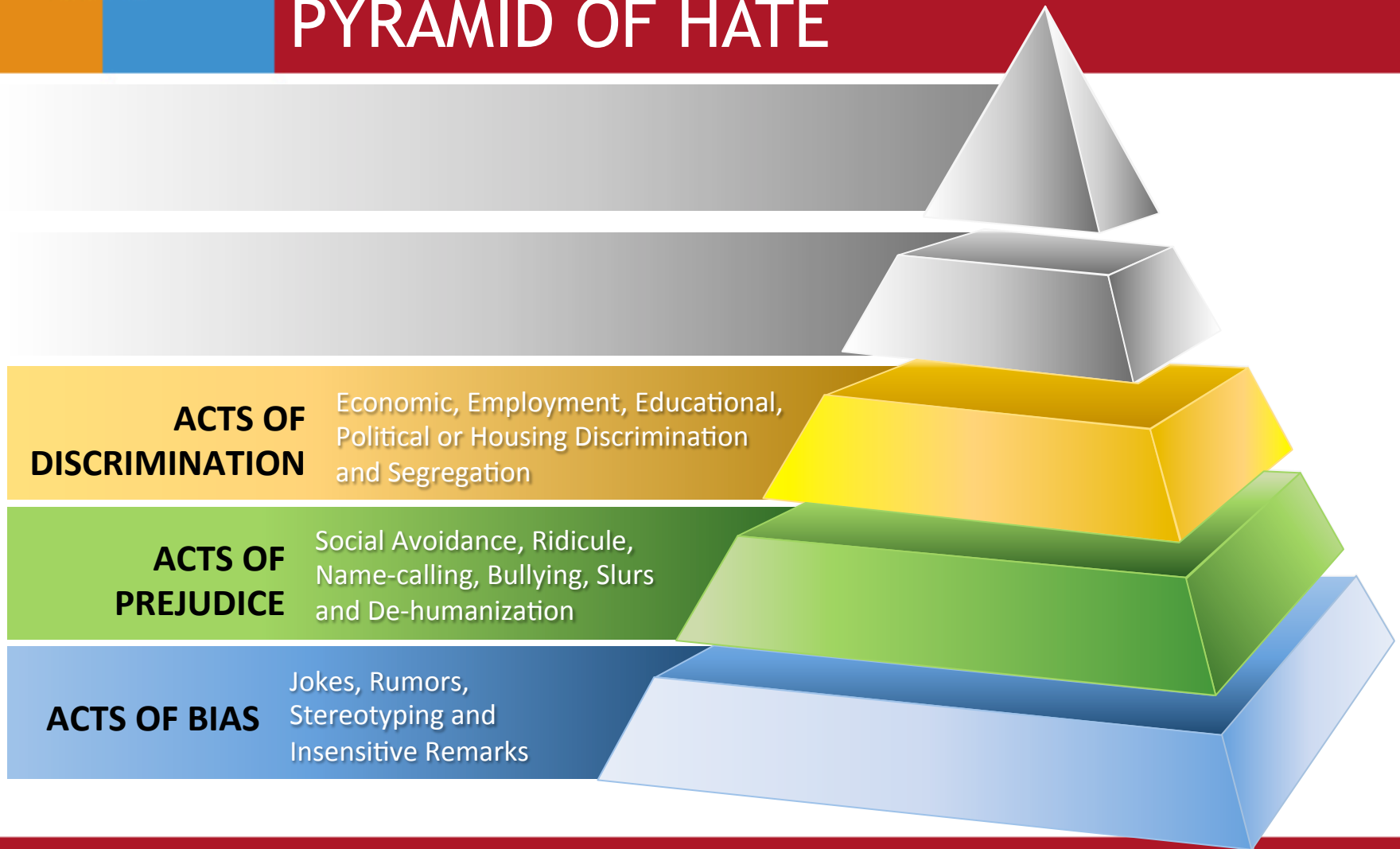






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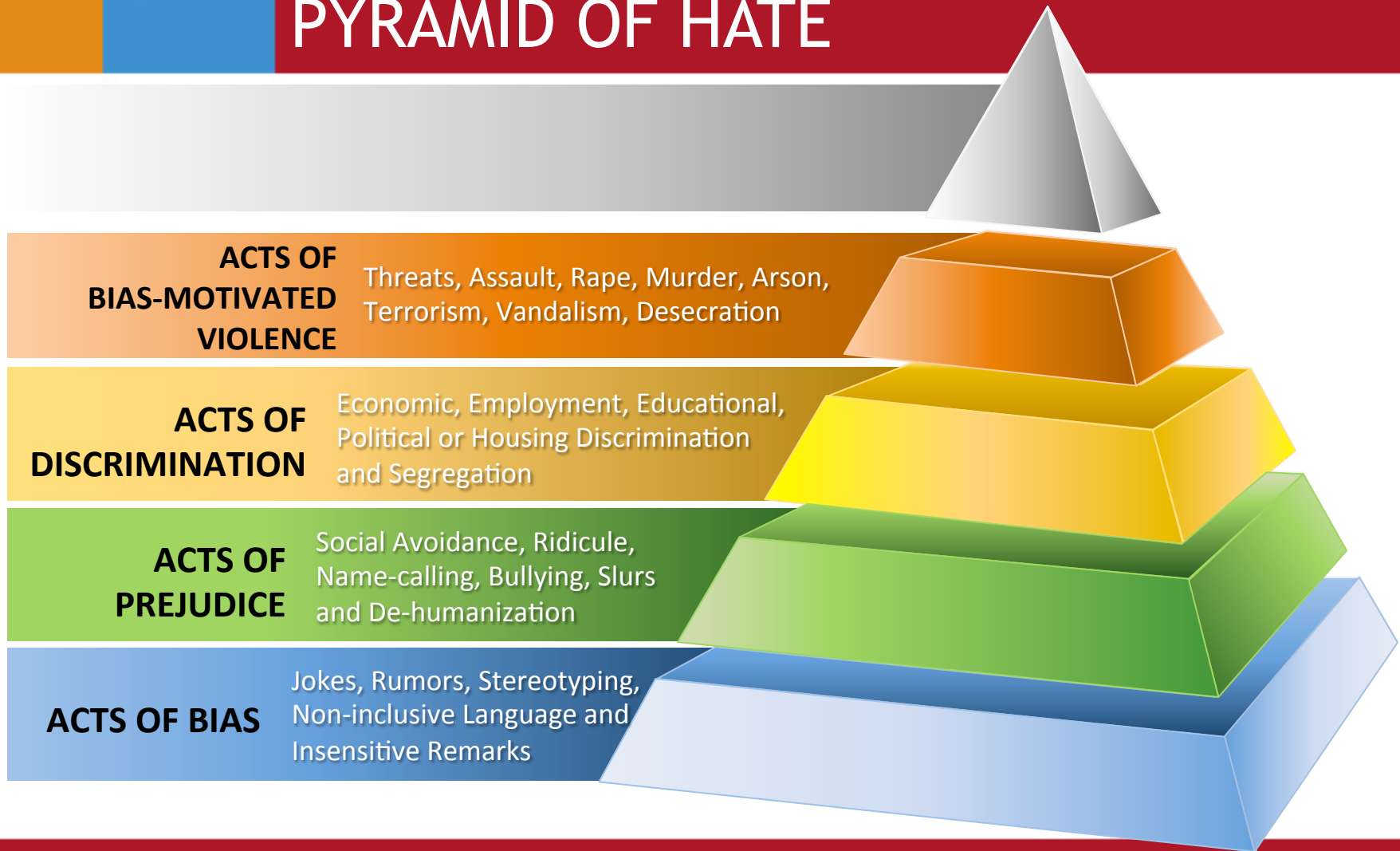
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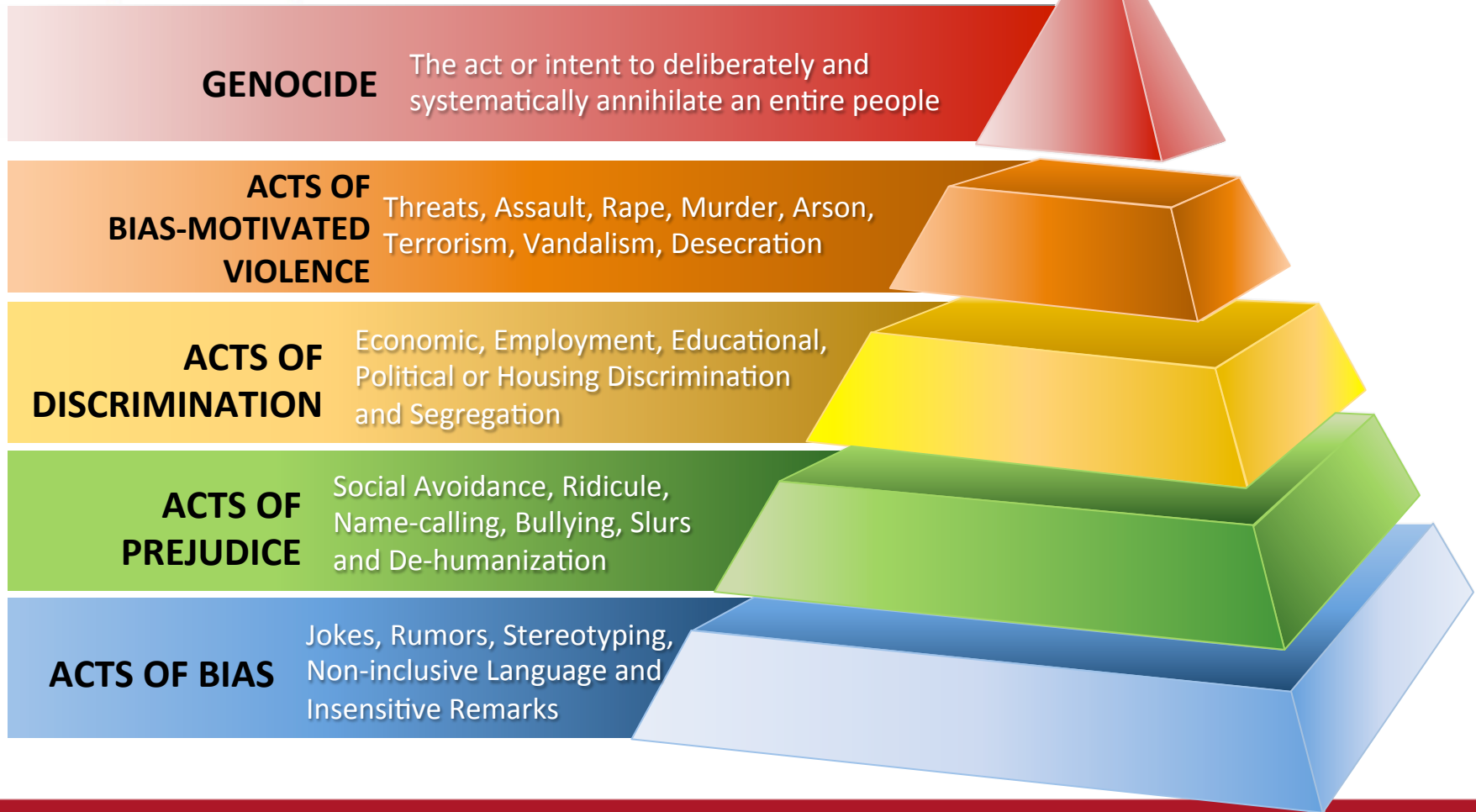
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# PYRAMID OF HATE





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## WHAT IS BULLYING?



Repeated actions or threats of action directed toward a person by one or more people who have (or are perceived to have) more power than their target in order to cause fear, distress or harm.



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## WHAT IS CYBERBULLYING?

Intentional and repetitive mistreatment perpetrated through the use of technology.





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## ROLES IN BULLYING INCIDENTS

Target

Aggressor

Bystander

Confronter

Ally





# Practicing ZERO-INDIFFERENCE

Three things that you should avoid:

1. Ignore the incident.
2. Excuse it.
3. Allow yourself to become immobilized by fear or uncertainty.

Effective interventions consist of two steps:

1. Stop the behavior (immediately).
2. Educate those involved (publicly, on the spot, or later, in private).





# KEY QUESTIONS TO CONSIDER WHEN YOU PRESS PAUSE AND THINK:

- Does the situation require adult intervention or can it be handled by students alone?
- Who is the first or primary person to whom you should respond, the aggressor(s) or target?
- Will you intervene in public or in private? Online or in person?
- Will you intervene on your own or get other students involved?
- Could your intervention lead you to become a target for retaliation? If so, are you prepared to handle that?





# ADL'S ONLINE RESOURCES

The collage displays several key pages from the ADL website:

- Rosalind's Classroom Conversations:** A page titled "About Rosalind's Classroom Conversations" featuring a photo of Rosalind Wiseman and a list of topics such as "Beyond Blaming and Shaming: How To Learn From Our Digital Mistakes," "Jokes, Excuses and Why Words Matter," and "It's Not a Transaction—it's a Relationship."
- Additional Anti-Bias Resources:** A page titled "These additional resources provide a wide range of tips, tools and strategies for K-12 educators, administrators, students and family members to promote diversity and anti-bias behavior in learning environments and society." It includes a section for "CLASSROOM TIPS AND STRATEGIES" with 10 numbered items.
- Books Matter:** A page titled "LGBTQ People and Homophobia/Heterosexism" discussing the lack of lesbian, gay, bisexual, transgender and queer (LGBTQ) people in children's books and the curriculum.
- COMBAT BULLYING TOOLS AND RESOURCES:** A large banner image showing a person sitting on a school hallway floor, with the text "COMBAT BULLYING TOOLS AND RESOURCES" overlaid.
- MATTHEW SHEPARD AND JAMES BYRD, JR. HATE CRIMES PREVENTION ACT FIFTH ANNIVERSARY:** A page commemorating the 5th anniversary of the HCPA, signed by President Obama in 2009. It includes a form for "PLAN A TRAINING" with fields for name, email, and ZIP code, and a "DONATE" button.



THANK YOU AND STAY IN TOUCH



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ADL Pacific Southwest Regional Office  
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[www.adl.org/education](http://www.adl.org/education)