



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.

Peer Leadership Training

Program Overview:

Understanding that the most important influences on young people are the attitudes and behaviors of their peers, the peer leadership training equips students with the tools necessary to create positive peer influences that promote respect and civility in their schools and communities. 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 create the change they want to see on campus 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)/NPFH coordinator
- 7.5 hours of facilitated training with a maximum of 30 participants per session
- Presented in person, virtually or via hybrid model.
- 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
- Cost \$5,000