Staff Development

Diversity Training

Red Bank Regional High School

Affirmative Action Officer

- Investigates and resolves discrimination complaints and grievances between students and staff, or among students and staff.

- Conducts diversity training for staff.

- Supports the implementation of the Comprehensive Equity Plan (CEP).

Topics:

- Diversity
- Hostile Work Environment
- Bullying & Harassment
- Next Step Strategies
- On-Line Training
- Resources

Diversity

- Actively valuing different backgrounds and perspectives
- Accepting differences
- Working towards an organization in which no one is advantaged or disadvantaged due to cultural heritage or certain unchangeable characteristics
- Diversity issues should be addressed directly, not minimized or ignored; avoidance will not make them go away.

Educational benefits of diversity

- Promotes cross-racial understanding
- Breaks down racial stereotypes
- Enables students to better understand persons of different races
- Enhances classroom discussion

Higher Education

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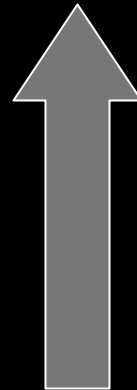
K-12 Education

- Promotes better learning outcomes
- Better prepares students for increasingly diverse workforce and society
- Promotes confidence in the "openness & integrity of educational institutions.

Some Sources of Cross-Cultural Misunderstanding

- Prejudice: negative feelings about another group.

- Subconscious cultural blindness: failure to recognize cultural differences.

- Cross-cultural misinterpretation: judging another culture through your reality.

- Lack of appropriate cultural knowledge and skills: not knowing how to behave when interacting with someone from another culture.

Cross-Cultural Misunderstandings Have An Impact On:

- Schools   ⟺   Bullying

- Community   ⟺   Bias

- Workplace   ⟺   Harassment

Hostile Work Environment

Harassment occurs when unwelcome comments or conduct based on sex, race or other legally protected characteristics unreasonably interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment.

Behaviors That May Create A Hostile Work Environment

UNWANTED

- Off-color jokes or teasing

- Comments about body parts or sex life

- Racial or ethnic slurs

- Touching—brushes, pats, hugs, shoulder rubs, pinches.

- Inappropriate terms, such as "Babe"

Hostile Work Environment-- generally requires showing a <u>pattern</u> of offensive conduct.

Go for a Date?

That sweater is hot!

Another type of offensive conduct:

CYBER-BULLYING

- Sending sexually explicit e-mail or posting embarrassing information about someone online
- Workplace communications are not private.

E-Harassment/Cyber-Bullying

- Threatening, sexual or derogatory comments on school grounds or from home through electronic means.

- On August 6, 2007, S993 was signed into law which amends NJSA 18A:37-14 to include bullying and threats made by e-mail, text message or instant messages. District policies must be amended.

CYBER-BULLYING

- Cyber-bullying involves harassment against a victim who may be physically distant.

- Victims may fear for their safety offline due to harassment and threats conveyed online.

- Students might be preoccupied with avoiding certain cyber-bullies whom they actually know in person—either at school, at the bus stop, or in their neighborhood.

NEXT STEPS

DIVERSITY:

- Develop your cultural awareness, cultural sensitivity and multicultural competence.

- Respect diverse points of view, even if you don't share them.

NEXT STEPS

HOSTILE WORK ENVIRONMENT:

- Recognize that the same remarks or gestures that seem acceptable to some people may be embarrassing or offensive to or unwanted by others.

- Avoid behavior that demeans, degrades, abuses or shows disrespect to any individual.

NEXT STEPS

BULLYING & HARASSMENT:

- The most effective method is to tell the person to stop.

- Be direct. Example: "I think ethnic jokes are offensive, so please do not tell them in my presence."

- Document each incident.

- Report incidents to the Affirmative Action Officer.

Conclusion

- Embrace diversity

- You have the right to work in a stress-free environment

- Do not ignore harassing behavior; seek help by telling someone.

Online Training Seminars

OTIS (MOESC WEBSITE)

(Online In-service Training Seminars)

- One-hour, online programs

- 45 calendar days to complete the course

- Professional development credit awarded

- Available 24 hrs. a day, 7 days a week, 365 days a year

- Topics include: Harassment & Bullying, Gangs & Cyber-bullying, Child Abuse, Suicide Prevention

References

- www.fcc.gov

- stopbullyingnow.hrsa.gov

- www.cyberbullying.us

- www.usatoday.com

- www.fda.gov

- MOSAICA for AmeriCorps

- www.usccr.gov