

LA vs Hate

SCHOOL TOOLKIT

Use this toolkit to provide your school district, schools, and staff, with easy-to-implement ideas for an actionable response strategy to address bias motivated bullying and hate acts of all types.

The dangers of hate, racism, and bigotry grow more apparent every day and the need for local action in schools could not be more urgent. LA vs Hate is a program of the Los Angeles County Commission on Human Relations, one of the oldest civil rights organizations in the nation.

This anti-hate program was created in direct response to the rise in hate crimes and bias incidents that pose a dangerous threat to the safety and civility of our neighborhoods.

Schools and school districts have a unique opportunity and responsibility to uplift messages of hope and unity in these difficult times. LA vs Hate is committed to supporting residents of LA County with in-community support and materials to address and denounce hate of any kind.



**LEARN MORE ABOUT
REPORTING HATE WITH 211**

**SHARE LA VS HATE
DIGITAL CONTENT**

For all inquiries or requests to create customized LA vs Hate signage with your School or District's name, contact info@lavshate.org

As we continue to build out rapid response resources, be sure to check out our website for more updates, information, and content to share.

ABOUT LA VS HATE

LA vs Hate was organized at the request of the Los Angeles County Board of Supervisors to address a historic rise in hate reported in 2017. In September 2019, LA vs Hate started accepting reports of hate acts through 211-LA, providing help from experienced, empathetic case managers, and a multi-disciplinary team of advocates, mental health professionals, mediators, and legal professionals.

Since 2019, almost 2,400 callers have reached out for help. Over 2,100 victims or witnesses of hate acts who submitted a report to 211LA provided consent for care coordination support.

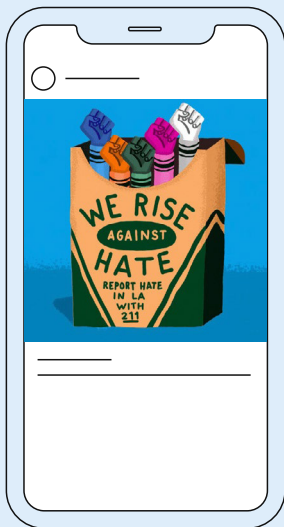
For more information on LA vs Hate or the LA County Commission on Human Relations, please email info@lavshate.org or contact Senior Human Relations Consultants Valentina D'Alessandro, Senior Human Relations Consultant, LA vs Hate LA County Commission on Human Relations at 213-309-0855, vdalessandro@hrc.lacounty.gov or Fidel Rodriguez at 213-304-5209, trodriguez@hrc.lacounty.gov.

PREVENTION STRATEGIES FOR SCHOOLS



LA vs Hate coloring books and sheets can be used as a resource for you to engage youth in an art-forward activity that also teaches them about LA vs Hate and Explore Justice.

DOWNLOAD COLORING SHEETS



LA vs Hate has created a large digital content library at giphy.com/LAvsHate. Explore hundreds of GIFs with beautifully designed messages that celebrate diversity, cultural moments and promote solidarity. Share them on your school's social media channels and newsletters.

DOWNLOAD DIGITAL ASSETS

- Ensure that your School Safety Plan includes a cyberbullying and harassment policy is up to date and includes strategies for addressing behavior based on bias motivation. Include your Student Support Services staff in developing these strategies. Include your teaching staff responsible for delivery of culturally competent curriculum in developing these strategies.
- Train school officials on bias and hate incident reporting and investigation procedures. Contact Valentina D'Alessandro, Senior Human Relations Consultant, LA vs Hate LA County Commission on Human Relations at 213-309-0855 or vdalessandro@hrc.lacounty.gov to schedule a training, which can be provided in partnership with LACOE, or for one-to-one support. LA vs Hate is dedicated to providing non-judgmental, confidential and competent support for school districts impacted by hate acts, bullying or other bias motivated behavior.
- Encourage parents, students and staff to contact the LA vs Hate program team if they are the victim or witness of hate. Remind them to report the incident by phone with 211LA or [online through the reporting form](#). This report triggers an immediate response to 211LA case managers who will reach out to victims to ensure they are linked to needed services including medical services, mental health services, or other longer-term resources. Please contact LA vs Hate for lobby or classroom posters that you can use to encourage reporting.

Distribute and display [LA vs Hate posters](#) and signage on campus to promote a message of peace and unity within the school/ district.

Check for free Bystander training offered by Right To Be. You can also request a Bystander training from LA vs Hate which has a cadre of trainers. Contact Senior Human Relations Consultants, Valentina D'Alessandro, [213-309-0855](tel:213-309-0855) or vdalessandro@hrc.lacounty.gov or Fidel Rodriguez, [213-304-5209](tel:213-304-5209) or trodriguez@hrc.lacounty.gov for these free trainings.



Promote reporting and support services offered by LA vs Hate on your digital channels, school or district newsletter, and on campus.

RESPONDING WHEN HATE VIOLENCE OCCURS ON CAMPUS

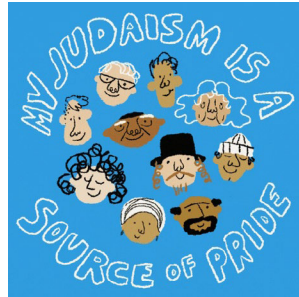
For Administrators:

- Work with your school district superintendent to swiftly determine what department or individual from the District Office will be your contact. This person should also serve as the public contact for information requests from community and media.

RESPONDING WHEN HATE VIOLENCE OCCURS ON CAMPUS

For Counselors, Social Workers, and Educational Services Department (Social Emotional Learning/Trauma Informed leads):

- Appropriate staff should convene together to discuss the support needed for both students and staff and start as soon as possible.
- These efforts can include providing listening circles for students/staff needing to process what has happened. This can be restorative and healing.
- Students might feel like they need to be advocates for positive human relations on campus. Meet with interested students and staff about how to get a message of solidarity and belonging out to the larger school community. This could be creating banners and posters of affirming messages promoting diversity, equity and belonging, organizing a Unity Week or United Against Hate Week.
- Use the LA vs Hate website and the Explore Justice website for information and ideas on how to use these acts of violence as teachable moments for students. Explore Justice, a video series built in partnership with 211 LA in 2021, is an opportunity to challenge our own prejudices by educating ourselves on social justice topics and issues that many are still experiencing today. The video series was designed to provide youth with a comprehensive approach to unpacking and examining the current and historical perspectives that shape social justice.
- Support students to co-organize a school event, such as a solidarity march, a vigil, a community dialogue, or another school- or district-wide event to ensure your students, staff, and parents feel heard and are informed that the school/ and or District is working to address the hate violence.
- Connect victims of hate with case management services provided by LA vs Hate by asking them to report the hate act. They can call 211 or submit a report online. Reach out to your groups of trusted community-based agencies to work with you and your staff to organize an immediate, effective response. This can look like the resources of the following pages.



- Attempt to provide culturally responsive care responses to victims of hate. Oftentimes all the emphasis is on who caused the harm versus centering the victim's needs and support. [The LA vs Hate Network Response agencies](#) include partners serving immigrants, Black, Asian and Asian American/Pacific Islander, Latinx, Jewish, Muslim, LGBTQ+ and other vulnerable communities. These affinity organizations can be a support to the district or school site.
- Ensure that anyone fielding calls at the School/District has all the necessary information to accurately respond to questions. This information will vary depending on if a crime has been committed. The narrative should center on how the community is being supported and denounce hate.
- If possible, by the end of the same day, make certain all appropriate departments at the district and/or all school staff are aware of the hate violence and any protocol you are following.
- Release a public statement to parents/guardians within 24 hours of the hate act, condemning the hate and ensuring students and staff are standing in solidarity with victims and that safety is a priority. These statements condemning hate violence are messages to the school community ensuring them this issue is important and being addressed. If there is going to be additional security, crisis counselors, a closed campus or any other safety measures, it will be important to share these details. Transparent communication encourages trust and support from the community. Remember that acts of hate are messages to whole communities.
- Public communication sends a message to both perpetrators and victims that such behavior will not be condoned.
- Responding to the media: If administrators decide to speak with the media, create key talking points leaving out specific details and names. This should be done with support from LA vs Hate partners/organization. This is necessary if a crime was committed. The narrative should center the support and denounce hate. Administrators do not need to speak to media, but even silence conveys a message. Your district/school site will want to determine how you want to share this news and updates. As a reminder, Media is required to leave campus at a campus administrator request.

ADDITIONAL RESOURCES FOR SCHOOLS AND DISTRICTS

211 LA

In collaboration with Helpline Youth Counseling, Inc. and Asian Youth Center, Inc., 211 staff work at LA vs Hate Dream Centers. 211 Dream Center staff are funded by CDSS (California Department of Social Services) in six Dream Center schools across Los Angeles County where students and their families are in need of safe and inclusive spaces. The Dream Centers operate for immigrants, LGBTQ+ individuals, BIPOC individuals, English Language Learners, students enrolled in special education and all students who are looking for a safe place to make friends, improve their educational experience and learn about ways to engage with their community. The Dream Centers are located at Artesia HS, Fedde Academy (MS), Inglewood HS, Morningside HS, Norwalk HS, Piute Middle School, JFK High in Granada Hills, and La Puente HS. In addition to daily staff provided by 211 and Helpline Youth Counseling, 211 Care Coordinators and an Outreach Rep. work at the schools twice a week. They are there to support parents and students in reporting hate incidents, along with providing resources for support.

211la.org/la-vs-hate

Antelope Valley Partners for Health (AVPH)

AVPH started in 1999 with a mission to educate, strengthen and advocate for the community through services and partnerships, achieving optimal health and quality of life for all people in the Antelope Valley. It envisions that all children, families, and individuals in the Antelope Valley will have optimal psychosocial, physical, and environmental health. AVPH seeks to improve the lives of the most vulnerable and underserved population of the Antelope Valley. This population includes adults and children of diverse ethnic origins who are currently living at or below the poverty line, have no access to health care services and must overcome the geographic barriers from living in the area. Programs and services include Maternal and Child Health, Home Visitation, Emotional Wellness, Health Education, Youth, Workforce Development, Family Resources Center, and Public Health.

avph.org | adomingo@avph.org | (661) 361-8008
44226 10th St W, Lancaster, CA 93534

Anti-Defamation League (ADL) Los Angeles: Incident Response and Anti-Bias Education

ADL Los Angeles offers customized support to schools in response to incidents of bias, which can include the development of a comprehensive response plan, anti-bias workshops for all stakeholders, and schoolwide anti-bullying initiatives. ADL's anti-bias programs help participants effectively confront prejudice and discrimination while developing tools to recognize and respect diversity. Workshops are provided in person and via Zoom.

Additional resources include anti-bias curriculum guides, lesson plans, table talks for families, and online learning modules for students and adults. Report an antisemitic, biased, or discriminatory incident [here](#).

la.adl.org/about | socaleducation@adl.org | (310) 446-8000

Asian Youth Center (AYC)

AYC is a community-based non-profit organization whose mission is to empower low-income, immigrant, and at-risk youth, of all communities, to overcome barriers to success through the provision of culturally and linguistically competent education, employment, and social services. The Youth and Family Services Department includes social service programs provided out in the community at school sites, community partners sites (such as churches or YMCA's) and in clients' homes. These services are provided through-out the first, second, and fifth supervisorial districts of Los Angeles County including the Antelope Valley, Eastern San Fernando Valley, East Los Angeles, Huntington Park, San Gabriel Valley and Pomona areas. These services are for at-risk, probation, and adjudicated (re-entry from incarceration) youth referred from the Los Angeles County Probation Department.

In collaboration with Helpline Youth Counseling and 211, AYC operates LA vs Hate Dream Centers in schools across Los Angeles County where students and their families are in need of safe and inclusive spaces. The Dream Centers operate for immigrants, LGBTQ+ individuals, BIPOC individuals, English Language Learners, students enrolled in special education and all students who are looking for a safe place to make friends, improve their educational experience and learn about ways to engage with their community.

aycla.org | dev@aycla.org | 626.537-0954
100 West Clary Avenue, San Gabriel, CA 91776

Brotherhood Crusade

The Brotherhood Crusade has after-school programs in some LAUSD schools and enrichment programs that directly address hate, bullying, and anti-violence.

brotherhoodcrusade.org | swilliams@brotherhoodcrusade.org |
(323) 846-1649
200 E Slauson Ave, Los Angeles, CA 90011

Bullying and School Violence Advocacy Program at San Fernando Valley Community Mental Health Center, Inc.

Located at the San Fernando Valley Community Mental Health Center, Inc. offers trauma-informed presentations designed to meet the needs of students, parents, administrators, staff, and organizations impacted by bullying. The presentations are provided in person and via Zoom. The information shared includes rights, laws, current trends, statistics, effects of bullying, and case summaries. Additional services: Counseling, therapy for the victim of bullying and the initiator of bullying, school advocacy for students and families impacted by bullying, assistance with the bullying complaint process (if necessary), education, case management, consultations, referrals, and support with IEP's/SSPT meetings.

movinglivesforward.org | bullying@sfcvmhc.org
24/7 warmline (1-866-BE-A-HERO) for questions, referrals, or anonymous reporting.
16360 Roscoe Blvd, 2nd Floor, Van Nuys, CA 91406

CALIF Communities Actively Living Independent & Free

CALIF offers a wide range of services to seniors and people of disabilities of all ages, including System change, Benefit Advocacy, Connections to community resources, Peer Counseling, Assistive technology, and Housing Advocacy. CALIF also provides advocacy to special needs students.

calif-ilc.org | info@calif-ilc.org | 213-627-0477
634 S. Spring Street, 2nd Floor, Los Angeles, CA 90014

Helpline Youth Counseling, Inc. (HYC)

Helpline Youth Counseling, Inc. (HYC) is a non-profit organization that provides Mental Health Services, Homeless Services, Family Services, Youth Services, and Substance Use Education, Prevention and Treatment in the Los Angeles County Service Planning Area (SPA) 7 and 8. HYC leads six Dream Resource Centers in collaboration with Asian Youth Center and 211 in various school campuses throughout Los Angeles County. The Dream Resource Centers focus on youth empowerment, social justice, positive coping mechanisms, and youth leadership with students; the Dream Resource Center offers a safe place for students to visit, workshop presentations for the students and their parents, hygiene kits and snacks for all students.

hycinc.org | (562) 273-0722
14181 Telegraph Road, Whittier, CA 90604

The California Conference for Equality and Justice (CCEJ)

CCEJ works with students, families, and the school community when hate incidents, bias, and bigotry arise. CCEJ uses a restorative justice approach to conduct harm circles with the person who conducted the harm and the person harmed. As a follow-up, CCEJ offers anti-oppression training and coaching to those involved. To ensure growth and learning on anti-oppression continues, students are welcome to register for a 3-day Building Bridges Leadership Camp.

cacej.org | (562) 435-8184
3605 Long Beach Blvd., Suite 100, Long Beach, CA 90807

Western Justice Center

The Western Justice Center empowers people to strengthen their communities by growing the conflict resolution skills and capacity of youth, educators, schools, and community partners by providing training and facilitation in Peer Mediation and Restorative practices.

WesternJustice.org | (626) 584-7494
55 South Grand Avenue, Pasadena CA 91105



[@LAVSHATE](https://twitter.com/LAVSHATE) | LAVSHATE.ORG



OTHER RESOURCES AND GUIDES

[LA County Youth Suicide Prevention Program](#)

The Los Angeles County Office of Education created a model and a sustainable system to deliver suicide prevention and student resiliency content to teachers, school administrators, and school-based mental health support staff.

[The Trevor Project](#)

The Trevor Project provides 24/7 crisis support services to LGBTQ young people. Text, chat, or call anytime to reach a trained counselor. Free and confidential.

[The Los Angeles LGBT Center's OUT for Safe Schools® Program](#)

The Los Angeles LGBT Center's OUT for Safe Schools® (OFSS) program transforms school campuses into communities of support and safety for LGBTQ+ students.

[Anti-Defamation League: No Place for Hate Program](#)

No Place for Hate is a holistic, school-wide approach to improving school climate. This collaborative, student-driven program provides teachers, students and administrators with resources to create a school where all students can thrive.

[Learning for Justice: Toolkit for Responding to Hate and Bias at School](#)

This guide for administrators, counselors and teachers by Learning for Justice (formerly known as Teaching Tolerance) provides resources to assess the school climate and to respond to a crisis. This guide includes a crisis checklist and a post-crisis checklist.

[Anti-Defamation League: Responding to Bias Incidents in Middle and High Schools](#)

This toolkit is a resource to help educators and school administrators strengthen their responses to school-based incidents of bias and bigotry. ADL's "P.E.A.C.E." framework will guide you in proactively preparing for and responding to such incidents in school.

[Department of Justice: Preventing and Responding to Bias and Hate Incidents in K-12 Educational Settings: A Toolkit for School Communities and Leaders](#)

The U.S. Department of Justice Community Relations Service (CRS) provides services to communities to respond to community tension and allegations of bias and hate incidents. This toolkit is a resource for school districts. Students, parents, and school administrators deserve safe and inclusive environments that are free of harassment and discrimination. Well-designed and facilitated opportunities for groups to dialogue together can enable divided communities to address differences, through respectful sharing of perspectives that moves towards solutions by focusing on the common good.

[ADL Anti-LGBTQ+ Year In Review: Policy Recommendations, June 2023](#)

There are important steps that lawmakers, law enforcement, social media companies, schools, and others can and should take to support LGBTQ+ communities and help counter anti-LGBTQ+ hate.