

**WORKING DOCUMENT
BUILD WITH US**

BUILDERS Education Resource & Action Guide

Best practices, resources, and recommended partners for fostering a Builders mindset in the education system. For teachers, administrators, legislators, students, parents, and community leaders.



Table of Contents

Introduction 4

Middle & High School 7

School-Led Enhancements 7

In-Class Resources & Recommendations 8

Institutional Practices 11

Supporting Students 13

Collaborative Educational Reforms 15

Legal & Law Enforcement 16

Policy & Legislation 17

Community Engagement 18

University 20

School-Led Enhancements 20

In-Class Resources & Recommendations 21

Institutional Practices 24

Supporting Students 28

Collaborative Educational Reforms 30

Legal & Law Enforcement 31

Policy & Legislative 33

Community Engagement 35

School-Led Enhancements: Programs and initiatives developed and implemented by educational institutions to improve and modernize their systems.

Collaborative Educational Reforms: Efforts that involve collaboration between schools and stakeholders to enhance the educational environment.

Building More Resilient Educational Systems



“The Builders Education and Resource Guide aligns perfectly with BridgeUSA’s mission to cultivate a culture of dialogue and fight political division among college students. By prioritizing pluralism, we are not just teaching students to talk across difference, but also to lead with curiosity and respect.”

Manu Meel, CEO, BridgeUSA

“This guide is a testament to the power of constructive dialogue in transforming educational environments. We at CDI believe that fostering understanding and resilience through dialogue is essential for addressing societal challenges, making this guide an invaluable resource for educators and students alike.”

**Caroline Mehl, Executive Director,
Constructive Dialogue Institute**



“At Essential Partners, we give people the means to strengthen relationships, deepen belonging, and renew hope in their communities. This guide is needed now more than ever! It provides strategies and tools for educational stakeholders to shape a more empathic, dynamic, resilient educational system for their students.”

**John Sarrouf, Co-Executive Director,
Essential Partners**



“The future of our world lies in the hands of Builders: flexible thinkers and constructive problem solvers with the skills, tools, and network to overcome the extremist thinking fueling an endless cycle of toxic polarization and conflict. By empowering young people to question rigid ideologies and engage in constructive discourse, we can cultivate a generation of thoughtful problem-solvers. We can replace rigid ideologies and cancel culture with critical thinking and respectful hearty debate – not just because we want to get along; but because we need Builders, of social enterprises, of bridges, of hope, and of actual societal change.”

Daniel Lubetzky, Founder, KIND Snacks & Builders





Equipping Students with a Builders Mindset

In an age of hyperpolarization, our educational institutions are not insulated from wider socio-political trends. This Resource and Action Guide serves as a toolkit and a call to action to improve the classroom and education systems more broadly.

The Builders Education Resource & Action Guide shares resources and recommendations for teachers, administrators, parents, students, and communal leaders, based on a comprehensive review of promising practices in the education space. By equipping students with a Builders mindset through nonpartisan, skill-building strategies, we aim to create a more dynamic educational system capable of responding to the challenges of our rapidly changing world.

Since fall 2021, one in three district leaders reported threats against educators prompted by concern about [politically controversial topics](#). The US education system is confronting significant challenges rooted in societal issues and exacerbated by socioeconomic disparities and political polarization. Classrooms should be environments for learning and growth, not battlegrounds for ideological conflict.

Across the country, educators are working tirelessly to help students be engaged, thoughtful thinkers. They need resources to support them. Schools need nonpartisan strategies to foster empathetic, critical thinkers who are capable of navigating complexity with consideration. At a system level, it is critical to foster pluralism and cultivate compassion, curiosity, courage, and creativity (the 4Cs) in education as foundational elements of a pluralistic democracy.

By instituting initiatives focused on critical thinking, empathic understanding, civics, digital literacy, diversity, global awareness, schools and leaders can better support students. Educational institutions can nurture a generation of Builders that are adept at engaging with diverse perspectives thoughtfully, and who use their voices and actions to overcome polarization and create constructive solutions to our most difficult challenges.

In our suggested interventions, we highlight education improvements that emphasize the 4Cs in the Builders Toolkit:

Compassion

Including empathy, perspective-taking, human values, and skills to counsel instead of cancel, replacing unforgiving judgment with humility.

Curiosity

Including critical thinking, active listening, and skills for consuming social media more critically.

Creativity

Including innovative, out-of-the-box thinking to solve problems.

Courage

Including honesty, integrity, and learning to engage with and work across lines of difference to solve problems.

Our Lens:

The pillars of a pluralistic education system

Best-in-class: tested and evidence-based

Nonpartisan: avoids alienating language and uses impartial approach

Inclusive: aims to fight all forms of hate and discrimination

Emphasizes skill-building: builds acumen in addition to knowledge

Builds habits: focuses on repetitive skills practice

We highlight **100+ recommendations** across **6 areas**, and more than **90 organizations**, including nonprofit, university, government, and communal-led initiatives.

Goals

Enhance Critical Thinking

Implementing case studies and experiential learning opportunities to promote analytical skills, exposing students to new, diverse ideas to allow them to evaluate complex issues from multiple angles to become creative problem solvers.

Cultivate Global Awareness

Exposing students to global issues, historical context, and perspectives to foster a broader understanding of our interconnected world.

Emphasize Digital Literacy

Equipping students with the skills to critically evaluate information and navigate the digital landscape responsibly.

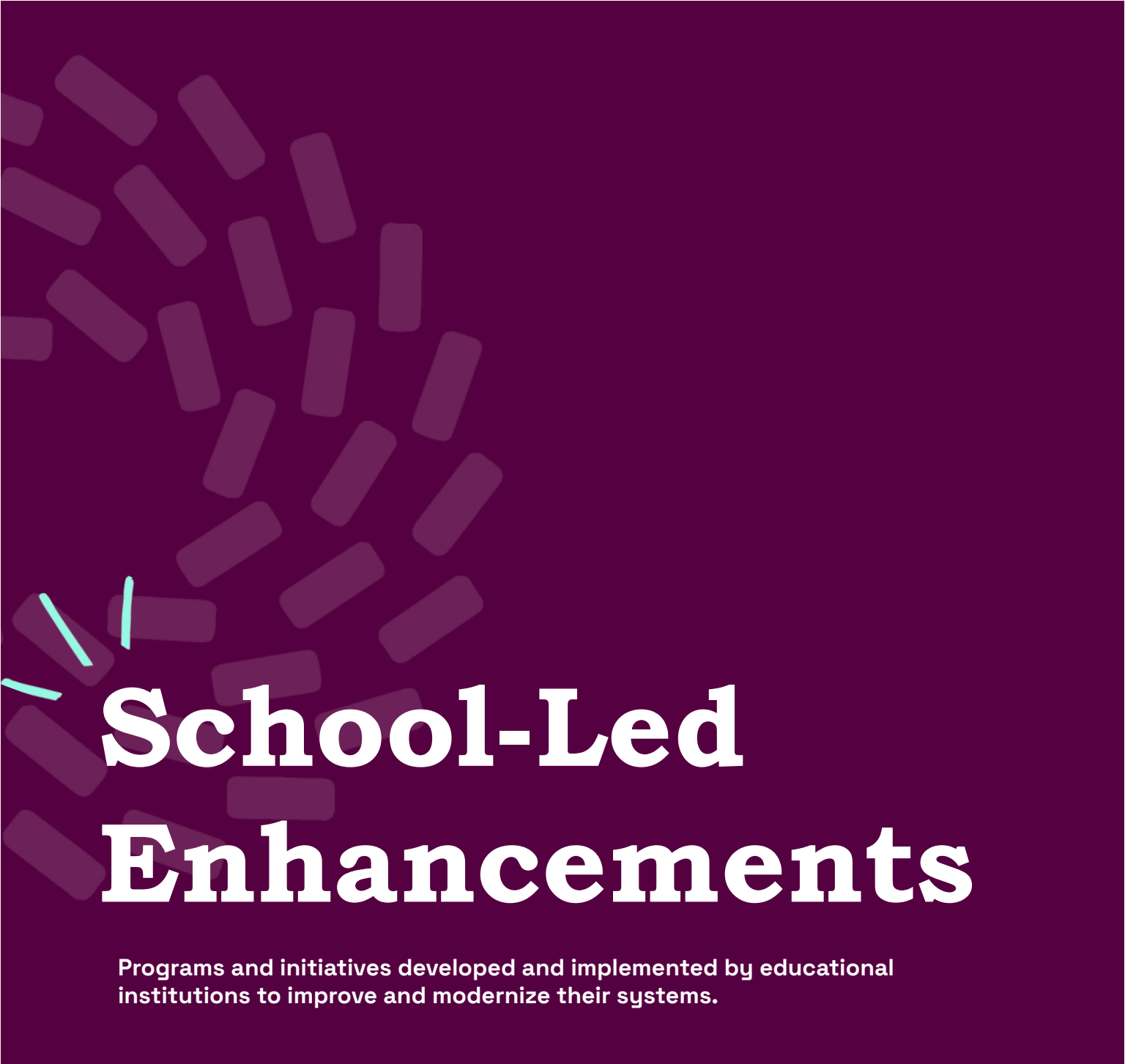
Foster Empathy

Encouraging a protagonist mindset by exposing students to diverse narratives and perspectives. Through literature, history, and interactive discussions, educators can cultivate compassion, enabling students to understand and relate to the experiences of others.

Promote Pluralism

Emphasizing education that celebrates diverse identities, experiences, and viewpoints to foster an inclusive, democratic society. By educating students about the principles of liberal democracy, schools can empower them to engage constructively in civic life and defend democratic ideals.

Interventions will be categorized by these goals, emphasizing how the recommendations align to the vision.



School-Led Enhancements

Programs and initiatives developed and implemented by educational institutions to improve and modernize their systems.

Middle & High School

Middle & High School: In-Class Resources and Recommendations

Utilize case studies to teach ethical decision-making and critical thinking in the classroom.

[Models of Excellence](#), created in collaboration with Harvard Graduate School of Education, is an open resource featuring student-created curriculum and cases.

[National Center for Case Study Teaching in Science at the University at Buffalo](#) employs real-world scenarios, ethical dilemmas, and reflective exercises to engage students in critical thinking and ethical reasoning in the classroom.

[Ethics Unwrapped](#) from the University of Texas at Austin offers dynamic content to study ethical leadership and put theory to practice.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Teach history with a critical thinking orientation in order to foster dialogue on current events.

[Facing History & Ourselves](#) provides a suite of content and pedagogy for teaching history through stories and case studies.

[Retro Report](#) produces short fact-based videos about current and historical events, and also offers educational resources to engage students to learn from historical events and enact learnings to their lives.

The [Better Arguments Project](#) provides curriculum and exercises for addressing current events in classrooms.

[Echoes & Reflections](#) Holocaust Education helps to reshape understanding of Holocaust events for teachers and students in order to bolster greater knowledge about antisemitism.

EMPHASIZE DIGITAL LITERACY

ENHANCE CRITICAL THINKING

Audit and update curriculum with resources embodying diverse viewpoints and support students hearing each other's perspectives.

[Southern Poverty Law Center](#)'s program [Learning for Justice](#) offers free educational resources, including [15 teaching strategies for critical reading](#) to enable students to analyze, interpret, critique, and relate to texts in order to connect readings to larger societal contexts.

[Starts With Us](#) and [Essential Partners' 3Cs Classroom](#) empowers teachers to foster braver and more constructive classrooms through curiosity, compassion, and courage. The curriculum encourages students to engage in discussions and activities that challenge stereotypes and misconceptions perpetuated by the media. Through a free curriculum toolkit, teachers acquire tools to navigate across lines of difference in the classroom and to cultivate deep inquiry, active listening, and self-expression.

[Foundation for Individual Rights in Education](#) offers resources and programs to promote free speech, academic freedom, and intellectual diversity in schools. They advocate for viewpoint diversity, defend academic freedom, and facilitate open inquiry in the classroom through policies and practices.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

3Cs Classroom Resource on Curiosity

3Cs Classroom

Lesson Plan
Curiosity
Questions of Understanding
LESSON ONE: AT A GLANCE

Purpose

The purpose of this lesson is to introduce a questions framework that can be used when encountering a perspective with which you disagree. This exercise teaches about "Questions of Understanding" and allows students to both practice this style of questions and experience the impact of asking this style of question in a conversation.

You'll find the lesson plan and script below.

Agenda Overview: 20 minutes

- 8 min: Introduction, Grounding, Framing

Middle & High School: In-Class Resources and Recommendations

Enhance civic engagement through curriculum, instruction, and practice.

[Institute for Citizens and Scholars](#) and [Greater Good Science Center](#) at UC Berkeley offer resources that can be integrated into curricula to support students' well-being and prepare them for civic life, promoting critical thinking and social responsibility.

[Jack Miller Center](#) works to promote civics education, including liberalism and democratic principles. Their [Founding Civics Initiative](#) brings civics and social studies teachers together with university professors for discussion-based graduate courses and seminars to discuss and teach America's founding documents, ideas, and great debates to middle and high school students.

[iCivics](#) provides online resources, including games offered directly to students and resources for teachers, teaching how political systems operate and address real-world issues firsthand. They operate in all 50 states.

[Generation Citizen](#) is revolutionizing civics education by directly involving students in governmental and civic processes, preparing them to be proactive, informed citizens. They offer a [library of resources and toolkits](#) on real-world civics issues using an equity-centered approach.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Generation Citizen Project-based Civics

STEP 1

CREATE A DEMOCRATIC CLASSROOM

What rights and responsibilities does each of us have within the classroom? How can we create an environment where difficult issues are handled with care?



Teachers begin with a lesson on the United States Constitution and lead students to create their own, embodying an innovative, interactive approach to civic knowledge

STEP 2

CHOOSE A FOCUS ISSUE

What is important to you and members of your community?



Incorporate empathy-building activities and lessons into classroom instruction.

[Empatico](#) offers resources, content, and tools to teach empathy and connect classrooms around the world. Empatico has over 140 activities based around their Empathy Framework, a unique, skills-based model for understanding and strengthening empathy in K-12 classrooms.

[Think Equal](#) Social and Emotional Learning (SEL) program provides a comprehensive curriculum designed to foster empathy, emotional intelligence, and equality from an early age.

[CASEL](#) offers a comprehensive program of evidence-based SEL programs and opportunities.

[The Witness Institute](#) draws on the legacy and teachings of Elie Wiesel. The [Witness Toolkit](#) offers training that can facilitate meaningful discussions with honest and open first-person perspective sharing to promote empathy and understanding.

FOSTER EMPATHY

PROMOTE PLURALISM

Encourage collaborative discussions through training programs.

[Interactivity Foundation](#) offers comprehensive programs that equip teachers and students with the skills necessary for productive discussions in classrooms. These initiatives emphasize creativity, critical thinking, and civic engagement.

[More Like US](#) provides a set of resources to support the development of critical thinking and collaboration skills, focusing on nurturing a deeper understanding and respect for diverse perspectives. Their [curriculum resources](#) are designed to promote inclusivity and encourage students to explore and appreciate a wide array of cultural and ideological backgrounds, thereby enhancing the overall effectiveness of discourse in educational settings.

[Essential Partners Introduction to Dialogic Practices for the Classroom](#) is a one-day professional development workshop for educators to develop listening, reflection, discussion, and inquiry skills in their students.

FOSTER EMPATHY

PROMOTE PLURALISM

Middle & High School: In-Class Resources and Recommendations

Introduce pluralism studies courses and curricula.

Incorporate pluralism studies courses and educational materials into middle and high school curricula to promote understanding, tolerance, and appreciation for differing perspectives. [Facing History and Ourselves](#) offers educational resources and professional development for teachers to integrate lessons on diversity, equity, and human rights into middle and high school classrooms.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Facing History & Ourselves Resource on Identity



LESSON

Authoring My Identity

Overview

About This Lesson

In this lesson, students explore how the stories we tell about ourselves can shape how we understand our own identities, as well as how others may perceive us. Students also consider the risks and rewards that come with sharing aspects of who we are with others, both in person and online.

These activities prepare students to read and analyze an informational text about "narrative identity" and apply the concept to their own lives as they reflect on how the stories we tell ourselves can help us to construct our own sense of self.

Essential Questions

- What makes me, me?
- What story do I want to tell about who I am and what matters to me?

Guiding Questions

- Who am I?
- What are the many factors that make me, me? What stories about myself do I choose to share with others, and what do I keep private?

Promote media and digital literacy and critical consumption of information.

[MediaWise](#) offers resources, fact-checking tools, and educational programs to promote media literacy and digital citizenship, as well as support for students to develop critical thinking skills for navigating information in the digital age.

[Project Look Sharp](#) offers curriculum kits and teacher training to integrate critical media literacy into various subjects at different educational levels. They help educators develop students' analytical skills to critically assess media messages and understand media influence on public opinion and culture.

[News Literacy Project](#) offers educational programs and resources to improve students' ability to identify credible information and understand the role of news media. These resources are designed to foster critical thinking and informed citizenship.

[NewseumED](#)'s resources help to deepen students' comprehension of the first amendment and gaining skills in media literacy, fostering a critical understanding of media's role in society.

[iCivics](#) offers lesson plans as well as [Newsfeed Defenders](#), a game for secondary students about news literacy.

EMPHASIZE DIGITAL LITERACY

ENHANCE CRITICAL THINKING

Middle & High School: Institutional Practices

Provide resources for teachers to implement in classrooms.

[Facing History & Ourselves' Schools Where We Belong Program](#) is a two-year partnership for middle and high schools, designed to help implement practices that foster inclusion and belonging, promote civic engagement, and support deep academic learning.

[Anti-Defamation League's No Place for Hate Program](#) encourages students, administrators, teachers, and family members to work collaboratively to develop an inclusive school climate approach that fits each school's unique needs. With online resources, classroom lesson plans, whole-school activities, and more, No Place for Hate helps drive change across schools.

[Greater Good Science Center](#) at UC Berkeley offers [Bridging Differences Playbook](#), research-based strategies to promote dialogue and understanding.

ENHANCE CRITICAL THINKING

FOSTER EMPATHY

Implement unconscious bias training school-wide.

[Project Implicit](#) offers online implicit bias tests and resources for understanding and addressing unconscious biases. They provide evidence-based assessments and facilitate debriefing sessions to promote awareness and reflection on biases among faculty, staff, and students.

CULTIVATE GLOBAL AWARENESS

FOSTER EMPATHY

Work with teachers to audit curriculum and assess school climate.

[Greater Good Science Center](#) at UC Berkeley offers [Assessing Your School Climate](#) for educators to reflect on teaching content and practices to make the classroom more inclusive.

PROMOTE PLURALISM

Refine hiring practices to work towards ideological diversity among faculty and staff.

Educator networks like [National Education Association](#) have initiatives focused on recruiting diverse educators. [Builders' 4Cs](#) values and skills could be a component of performance review conversations. Administrators should reform school board policies and provide codes of conduct to serve on school boards.

PROMOTE PLURALISM

Offer training for educators on pluralism and inclusion.

[The Mill Institute](#) offers Viewpoint Diversity Challenge and other pluralism-focused Teacher Fellowship programs.

[Anti-Defamation League's A World of Difference Institute](#) provides professional development opportunities and training sessions for teachers and school staff on fostering inclusivity, addressing bias, and supporting students from diverse backgrounds. ADL offers workshops and resources for educators to create safe and respectful learning environments that celebrate diversity and combat prejudice.

[Southern Poverty Law Center's](#) program [Learning for Justice](#) offers free educational resources, including [Speak Up at School](#) trainings and an educator's guide on interrupting bias and prejudice in the classroom.

PROMOTE PLURALISM

Middle & High School: Institutional Practices

Enforce anti-bullying and hate speech policies with restorative approaches.

While maintaining strict enforcement of anti-bullying and hate speech policies, it is important to integrate restorative justice approaches. These approaches focus on healing and learning rather than punishment alone, aiming to encourage more constructive behavior.

The [National Association for Community and Restorative Justice \(NACRJ\)](#) serves as a resource that offers tools, training, and support for implementing these practices in schools. Interventions facilitated through NACRJ involve accountability but also provide opportunities for offenders to understand the impact of their actions and engage in meaningful dialogue with affected parties. [Center for Restorative Justice \(CRJ\) at Suffolk University](#) offers trainings, professional development, and resources for school stakeholders to enact restorative justice practices in schools and local legislation.

FOSTER EMPATHY

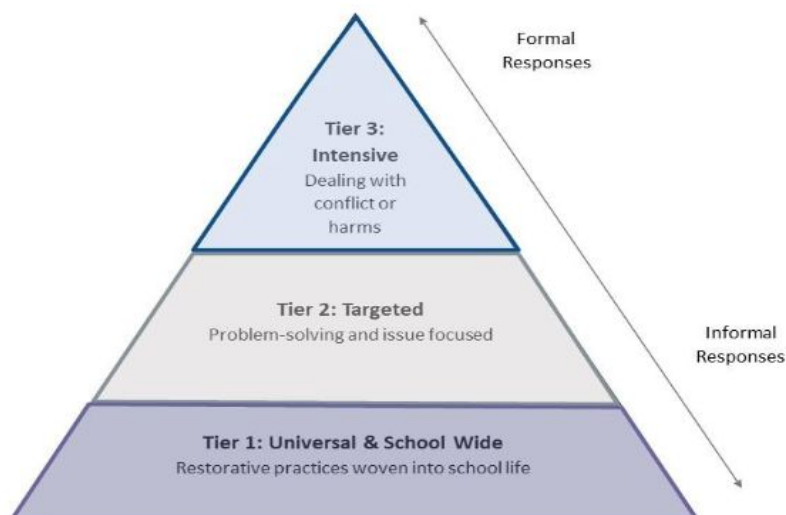
Participate in training to host and facilitate workshops on constructive conversations.

[Essential Partners' Reflective Structured Dialogue](#) is a two-day workshop that teaches participants to facilitate and design an approach for fostering constructive conversations. This workshop helps participants to build trust, enhance resilience, and engage in constructive conversations around differences of value, belief, opinion, and identity.

FOSTER EMPATHY

PROMOTE PLURALISM

NACRJ Resource on Restorative Practices



The purpose of this document is to provide a common understanding of RPE by enumerating *Ten Essential Elements of whole-school RPE, Implementation Guidelines, and Additional Resources* so schools and school districts implement RPE with fidelity, being mindful of local contexts and cultures.

II. TEN ESSENTIAL ELEMENTS OF THE VISION OF SCHOOL-WIDE RESTORATIVE PRACTICES IN K-12 EDUCATION

Middle & High School:

Supporting Students

Create and promote student ambassador and student group programs.

Establish student ambassador and student organization programs to promote diversity, inclusion, and dialogue programs within middle and high schools. Ambassadors and groups can organize events, facilitate discussions, and serve as peer mentors to other students to create a more inclusive school environment.

Affinity and identity-based groups like [Muslim Student Association](#), [Hillel International](#), [Campus Pride](#), [Association of Latino Professionals for America](#), and [National Society of Black Engineers](#) provide leadership development opportunities for youth, empowering them to promote understanding and engagement in schools and communities.

[United Nations Academic Impact](#) offers student ambassador programs that promote diversity and inclusion efforts. These ambassadors collaborate with school administrators to organize events, workshops, and awareness campaigns, such as cultural diversity or sustainability.

[BridgeUSA](#) facilitates student-led initiatives that encourage constructive dialogue and bridge-building across ideological divides. They support a network of student organizations across high schools and universities, providing resources, training, and frameworks to help students create events that foster open and respectful discussions on challenging topics.

[Foundation for Individual Rights in Education](#) offers resources that can help educate and empower students about their rights to free speech and expression.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Provide students with resources to promote inclusive school environments.

Empower students to evaluate their schools and hold them accountable for taking steps to create positive school environments. Consider using resources like the [Inclusivity Report Card](#) from [Empatico](#).

Collaborate with organizations like [Campus Pride](#), which offers resources and training specifically tailored for middle and high school students that empowers student leaders with skills to foster inclusive spaces and address instances of discrimination.

Partner with organizations such as [Born This Way Foundation](#) and [Active Minds](#) to support anti-bullying initiatives and student advocacy groups in middle and high schools. Provide resources and trainings to empower students to stand up against discrimination and promote a culture of respect and inclusion.

[Junior State of America](#) offers civic-based programs for students to learn how to participate in America's democracy. Through immersive experiences in citizenship and public issues, and through leading volunteer initiatives, they come to understand what is required to be a responsible leader in their communities.

FOSTER EMPATHY

PROMOTE PLURALISM

Empower students with civic responsibility.

[Citizen University's Youth Collaboratory](#) teaches middle and high school students about the mechanics of civic power and the importance of active participation. This program combines educational insights with practical engagement across various U.S. cities.

PROMOTE PLURALISM

Middle & High School: Supporting Students

Establish comprehensive student support and advocacy programs to combat discrimination and hate in schools.

[Anti-Defamation League](#) has dedicated programs for middle and high schools to establish comprehensive student support and advocacy programs. [Their programs](#) provide a safe environment for reporting incidents, offer mental health support, and provide legal assistance where needed.

Collaborate with organizations like [The Trevor Project](#), which provides tailored resources and support for LGBTQ+ youth in middle and high schools in order to establish community-building and support groups within school centers. These groups provide spaces for students to connect, share experiences, and support each other.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Offer mental health and wellness workshops tailored to students facing social and emotional challenges.

[Active Minds](#) offers programs suitable for middle and high school students, providing specialized mental health and wellness workshops addressing the unique challenges faced by students dealing with discrimination or hate.

[Born This Way Foundation](#) offers the “Be There” Certificate, a free, online mental health course designed to provide knowledge, skills, and confidence needed to safely support others struggling with their mental health.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

CDI Resource on Hopes & Concerns



Hopes and Concerns

Summary

This activity prepares students for constructive dialogue. Students will have the opportunity to share their hopes and their concerns around engaging in constructive dialogue about issues they care about, and listen to others do the same.

Outcomes

Students will:

- Be able to anticipate the opportunities and challenges of an upcoming dialogue
- Practice the skill of “talking about talking” – or discussing the way the group is having a conversation, rather than the topic itself – in a way that can promote learning and growth in constructive dialogue

Foster constructive dialogue across school communities.

[Constructive Dialogue Institute](#) provides online learning, professional development, conversation guides, and classroom activities to promote respectful and constructive dialogue on contentious issues. They offer evidence-based programs, grounded in psychology, to equip students with the skills to navigate difficult conversations, and support teachers in facilitating these conversations.

[Essential Partners](#) offers trainings and resources in [Reflective Structured Dialogue](#) that fosters mutual understanding, open communication, and increased trust across ideological and cultural divides. They support students, teachers, parents, and administrators.

The [Disagree Better Campaign Asset Library](#) provides a collection of resources designed to improve conversation skills and conflict resolution in educational settings.

[Narrative 4](#) offers story-based programs for students to develop practices of deep listening, curiosity, imagination, and positive action.

[StoryCorps](#) offers content and opportunities for students to listen to each other’s stories and experiences, as well as ones from the broader world, through their [animated interviews](#). [Narrative 4’s Story Exchange](#) enables student to share first-person stories and listen to their peers. Reflecting on their similarities, differences, and lessons learned could help students practice empathy for others’ feelings and experiences.

FOSTER EMPATHY

PROMOTE PLURALISM



Collaborative Educational Reforms

Efforts that involve collaboration between schools and stakeholders to enhance the educational environment.

Middle & High School

Middle & High School:

Legal & Law Enforcement

Partner with legal advocacy organizations to promote student well-being.

Collaborate with legal advocacy organizations specializing in youth rights and education such as [American Civil Liberties Union Youth Rights Program](#) and the [Southern Poverty Law Center](#). Leverage their expertise to address legal issues and promote student well-being in schools.

PROMOTE PLURALISM

Protect legal rights under law for student safety and discrimination.

Advocate for the filing of lawsuits under applicable laws, such as Title VI of the Civil Rights Act, to defend the rights of middle and high school students against discrimination and harassment. As necessary, stakeholders can pursue legal actions to hold schools accountable for violations of students' civil rights.

PROMOTE PLURALISM

Implement and utilize the Campus Antisemitism Legal Line (CALL).

The [Anti-Defamation League](#), [Louis D. Brandeis Center for Human Rights Under Law](#), [Hillel International](#), and law firm [Gibson Dunn](#) launched [CALL](#), a free legal helpline for Jewish families and faculty impacted by antisemitism in K-12 schools.

FOSTER EMPATHY

PROMOTE PLURALISM

Engage parents and communities in advocacy efforts.

Involve parents, guardians, and community members in advocacy efforts to combat discrimination and hate in middle and high schools. Encourage open communication, collaboration, and activism to address systemic issues and promote positive change within school environments.

[Learning for Justice](#) offers resources for engaging families and community in anti-bias education and advocacy more broadly.

PROMOTE PLURALISM

Ensure student safety and review security measures.

Partner with concerned stakeholders to ensure the safety and security of all students within school premises. Implement measures such as increased supervision, anti-bullying programs, and crisis response protocols to create a secure environment conducive to learning.

PROMOTE PLURALISM

Learning for Justice Resource on Anti-Bias Education

SP LEARNING IC FOR JUSTICE

CRITICAL PRACTICES FOR ANTI-BIAS EDUCATION: INSTRUCTION

PROFESSIONAL DEVELOPMENT TOPIC: INSTRUCTION

Duration

1 hour

This module is part of a 4-part seminar. The four modules in this seminar are based on the original version of our *Critical Practices* publication, published in 2014. Learning for Justice released the new edition of *Critical Practices for Social Justice Education* in 2023. The new edition is informed by the current social and political landscape, and it acknowledges the ways educators have been challenged by increased political scrutiny, censorship and debate about what can be taught in schools. Please stay tuned for updated professional development resources around this publication.

This professional development can be done in a small group setting or individually. Many of the exercises will assume you are working independently, but participants working in small groups can adapt the work for collaborative practice use as well. The complete *Critical Practices for Anti-Bias Education* is available for download here.

You need:

- ability to access audio and video on your device;
- pen and paper;
- your lesson plan book for reference throughout;
- and about one hour.

Culturally Responsive Pedagogy

Middle & High School: Policy & Legislative

Advocate for comprehensive historical education programs.

Lobby for the implementation of comprehensive historical education requirements in K-12 curricula nationwide. This should include Holocaust education as well as modules on slavery, colonization of indigenous peoples, and other significant chapters of history to ensure students understand the complexities of past injustices and the lessons they offer in combating hate and intolerance. States like New York and New Jersey, which have already enacted laws mandating Holocaust education, serve as models for integrating broader historical education.

[Facing History & Ourselves](#) provides extensive resources and curriculum support for teaching complex historical issues, including the Holocaust, slavery, and the treatment of indigenous peoples.

[Echoes and Reflections](#) offers detailed Holocaust education resources and training for educators, helping them to effectively teach this critical subject.

[United States Holocaust Memorial Museum](#) supplies invaluable educational materials and support for schools implementing Holocaust education.

CULTIVATE GLOBAL AWARENESS

FOSTER EMPATHY

Assess and regulate international funding in education.

Collaborate with NGOs and legal aid organizations, such as [Human Rights Watch](#), [Scholars at Risk](#), and [Freedom House](#), to ensure transparency and appropriate regulatory oversight regarding funding from international corporations and government entities in order to maintain academic neutrality and safeguard educational practices.

PROMOTE PLURALISM

Champion social-emotional learning for whole-student development.

Advocate for the integration of social-emotional learning (SEL) across school curricula by collaborating with stakeholders including school leaders, students, and families. Utilize resources and partnerships with established organizations including the Collaborative for Academic, Social, and Emotional Learning ([CASEL](#)), [SEL Day](#), and [Social-Emotional Learning Alliance](#).

The [National Parent Teacher Association](#) offers resources and an [Advocacy Guide on Safe, Supportive, and Inclusive Schools](#).

CULTIVATE GLOBAL AWARENESS

FOSTER EMPATHY

Strengthen laws to combat incitement of hate.

Work with legal aid groups and nonprofit organizations, such as [Southern Poverty Law Center](#), [American Civil Liberties Union](#), and the [Anti-Defamation League](#), to strengthen existing laws aimed at combating incitement of hate speech in middle and high schools, ensuring that they are comprehensive and enforceable to address various forms of discrimination and bigotry.

For example, [New Jersey](#) enacted anti-bullying laws that include provisions specifically addressing hate speech and discriminatory behavior in middle and high schools.

CULTIVATE GLOBAL AWARENESS

FOSTER EMPATHY

Middle & High School: Community Engagement

Support establishment of student-led pluralism clubs.

Encourage the formation of student-led clubs focused on promoting dialogue and cultural exchange within middle and high schools. Empower teens to organize and lead youth groups and community service projects, fostering leadership skills and civic participation. [BridgeUSA](#) offers support to start local chapters and foster constructive conversations.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Supplement students' educational journey with immersive literary seminars and discussions.

[Great Books Summer Program](#) provides immersive seminars led by expert instructors that foster a love for reading and analytical abilities in a small group setting, complemented by literary-themed excursions and personalized feedback, which helps with social-emotional learning and development.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Integrate participatory budgeting to cultivate financial and civic acumen.

[Participatory Budgeting Project](#) involves students in democratic processes to decide on budget allocations, enhancing their understanding of financial stewardship and civic responsibility.

PROMOTE PLURALISM

FOSTER EMPATHY

Transform civics education through real-world governmental engagement.

[Generation Citizen](#) is revolutionizing civics education by directly involving students in governmental and civic processes, preparing them to be proactive, informed citizens.

PROMOTE PLURALISM

Launch localized inclusion and solidarity awareness campaigns with NGOs.

Implement awareness campaigns within schools to highlight the importance of inclusivity, and respect for diverse identities and perspectives. [SPLC Learning for Justice](#) initiative provides free resources and lesson plans to help educators promote diversity, equity, and social justice in K-12 schools.

[GLSEN](#) holds an annual Solidarity Week focused on LGBTQ+ inclusive K-12 education and an annual Day of Silence to raise awareness about LGBTQ+ harassment and discrimination.

FOSTER EMPATHY

PROMOTE PLURALISM

Support parent engagement initiatives to foster positive school environments.

Engage parents and caregivers in conversations about pluralism, diversity, and inclusion through workshops, discussion groups, and educational resources. [Anti-Defamation League](#) offers resources such as [No Place for Hate](#) and strategies for schools to involve parents in fostering positive school climates and addressing bias and discrimination. [The National PTA](#) offers [Advocacy Resources](#) to support parent involvement in creating safe, supportive, and inclusive educational environments.

PROMOTE PLURALISM

Encourage participation in the National Civics Bee to support civic and community engagement among youth.

The [Civic Trust National Civics Bee](#) inspires young Americans to engage deeply in civics, offering a platform for middle school students to showcase their knowledge and contribute to their communities.

PROMOTE PLURALISM

ENHANCE CRITICAL THINKING

Middle & High School: Community Engagement

Coordinate with key stakeholders for more robust advocacy to protect students.

Inquire about the school's stance on antisemitism, anti-Muslim hate, and all forms of hate and request information on measures in place to protect vulnerable students from discriminatory behavior.

Advocate for enforcement of the school's code of conduct and initiatives promoting constructive dialogue.

Call on administrators to establish task forces dedicated to combating antisemitism, anti-Muslim hate, and other forms of hate, with clear action plans and implementation timelines.

PROMOTE PLURALISM

Promote respectful dialogue and inclusive environments.

Work with staff and faculty to foster respectful dialogue and inclusivity within middle and high school settings, emphasizing the importance of civil discourse and understanding diverse perspectives. Encourage initiatives that foster the 4Cs among students. [Sustained Dialogue Institute](#) and [Essential Partners](#) both provide resources and methodologies to improve communication, conflict resolution, and understanding within communities.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Strengthen collaborative initiatives to foster safe and inclusive school environments.

Promote collaborative efforts among educators, parents, and communal leaders to ensure school environments are safe and inclusive. Engage with established organizations like [Parents for Public Schools](#) that offer consultative practices and resources for parents, equipping them with effective strategies for engaging with schools and advocating for inclusive environments. This specific initiative offers practical guidance on understanding school operations, curriculum implementation, and fostering constructive dialogue with administrators.

PROMOTE PLURALISM

Sustained Dialogue Institute Resource Guides

Our Dialogue Guides Include:

Midterm Election Dialogue Guide
Ableism
Affirmative Action
Ageism
Anti-Asian Hate
Anti-Semitism
Charlottesville: August 12, 2017
Colorism
Culture of Sexual Assault
Educational Elitism
Environmental Justice
Free Speech, Hate Speech
From Political Correctness to Safe Spaces
Gender 101: Masculinity
Gender 201: Sexism
Gender 301: Anti-Transgender Prejudice
Greek Life
Hate Crimes



School-Led Enhancements

Programs and initiatives developed and implemented by educational institutions to improve and modernize their systems.

University

University: In-Class Resources and Recommendations

Review and incorporate free speech pedagogy and resources across disciplines.

[Georgetown University's Free Speech Project](#)

works to examine Free Speech on a national scale, documenting incidents in which first amendment values have been challenged or compromised, and offers resources such as the [Charlottesville and Beyond](#) program, which educates students on navigating challenging conversations and promoting free speech on campus.

[Foundation for Individual Rights in Education](#)

offers resources and programs to promote free speech, academic freedom, and intellectual diversity on college campuses. FIRE advocates for viewpoint diversity, defends academic freedom, and facilitates open inquiry in the classroom through policies and practices.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Offer resources for media literacy and digital citizenship.

[MediaWise](#) offers resources, fact-checking tools, and educational programs to promote media literacy and digital citizenship among young people. MediaWise provides workshops, fact-checking tools, and educational programs that help students develop critical thinking skills for navigating information in the digital age.

[NewseumED](#) offers resources to help deepen students' comprehension of the first amendment and gaining skills in media literacy, fostering a critical understanding of media's role in society.

[News Literacy Project](#) offers educational programs and resources to improve students' ability to identify credible information and understand the role of the news media.

EMPHASIZE DIGITAL LITERACY

Conduct comprehensive campus climate assessment to assess improvement opportunities.

Implement an assessment to understand the current state of inclusion on-campus, including surveys and focus groups for improvement. Consider using resources from the [Greater Good Science Center](#) at UC Berkeley, such as [Assessing Your School Climate](#) for educators to reflect on teaching content and practices.

PROMOTE PLURALISM

Utilize case studies for ethical decision-making in classes.

The [Case Method Institute](#), developed in the Harvard Business School, provides case studies, teaching notes, and online resources for teaching the Case Method, a participatory, discussion-based pedagogy. They use real-world scenarios, ethical dilemmas, and reflective exercises to engage students in critical thinking and ethical reasoning in the classroom.

[Ethics Unwrapped](#) from the University of Texas at Austin offers content to study ethical leadership and put concepts into action in students' everyday lives.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Case Method Institute Case Library

CASE METHOD PROJECT

Curriculum

Cases

James Madison, the 'Federal Negative,' and the Making of the U.S. Constitution (1787)

University: In-Class Resources and Recommendations

Implement “active learning” pedagogies and teacher resources into classrooms and schools.

[Association of College and University Educators](#) (ACUE) offers a course on effective teaching practices, including active learning techniques, classroom management strategies, and assessment methods. ACUE promotes student engagement, collaboration, and critical thinking through evidence-based pedagogies and interactive teaching strategies.

[Faculty Guild](#) offers cohort-based professional development programs for faculty focused on evidence-based teaching practices. They provide ongoing support, coaching, and faculty cohort and collaboration opportunities.

The [Association of American Colleges and Universities](#) (AAC&U) offers resources and support for universities to incorporate integrative learning, problem-solving, and civic engagement into higher education. AAC&U provides tools and guidance for developing courses that apply learning to practical challenges through assignments, student projects, and classroom content.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Prepare students for their college experience before and upon arrival.

Before arriving on campus, universities should send students and faculty required reading that highlights critical and nuanced thinking. [Davidson College](#) has a Common Read Book, like *The Courage of Compassion* by Robin Steinberg, for students and faculty to learn and apply reading lessons together. Davidson also offers pre-orientation experiences, including a [Service Odyssey and Outdoor Odyssey](#), to create constructive habits.

Upon arrival: During orientation and at the beginning of each semester, ensure that the school administration sets the tone for what it expects from students, e.g., review code of conduct, accepted behaviors, and values.

Freshmen at various universities participate in live debates during orientation, including on the ethics of AI, in partnership with [Braver Angels' Debates](#).

[Stanford Program COLLEGE](#) is a Civic, Liberal, and Global Education module required of all first-year students. It is focused on developing skills to live in a globally interconnected society.

[DePauw University](#) integrates a Freedom of Expression module into orientation to educate students on the importance of free expression and civil discourse.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Implement interpersonal dialogue training campus-wide.

Created by [StoryCorps](#), the [One Small Step Initiative](#) allows participants to engage in structured conversations with individuals holding opposing political beliefs, in order to foster empathy, understanding, and respectful communication across ideological divides. Training sessions include practical guidance on empathetic listening, managing emotions, navigating conversations, and finding common ground, which equips participants with the tools to engage constructively in dialogues on campus and beyond.

Dartmouth created [Dartmouth Dialogues, in collaboration with StoryCorps](#), to offer comprehensive training in interpersonal dialogue skills for students, faculty, and staff. The University of Virginia leverages its partnership with StoryCorps for the [Karsh Institute for Democracy](#) dialogue events, allowing students to participate in interpersonal dialogue.

[Resetting the Table](#) and [Essential Partners Dialogic Classroom](#) specializes in equipping students and faculty with tools for managing difficult conversations, which is essential for maintaining a respectful and inclusive campus environment.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

University: In-Class Resources and Recommendations

Introduce Pluralism Studies and civic engagement into curriculum, courses, and programs.

Introduce and integrate Pluralism Studies courses and academic programs into university offerings. Develop interdisciplinary coursework that explores themes around civics, pluralism, and cooperation across difference. [Interfaith America](#) collaborates with universities to develop curriculum resources and training programs that promote pluralism and interfaith understanding.

[Project Pericles](#) is a national consortium of universities focused on participatory citizenship and social responsibility through project-based learning and community engagement initiatives. They provide curricular resources, like [Deliberative Dialogue](#), to connect topics to real-world policy, and support for faculty to embed civic engagement projects and curriculum into courses.

[Institute for Citizens and Scholars](#) and [Greater Good Science Center](#) at UC Berkeley offer resources that can be integrated into curricula to support students' well-being and prepare them for civic life, promoting critical thinking and social responsibility among university students.

PROMOTE PLURALISM

Incorporate unconscious bias training and resources and empathy-building activities and lessons into classroom instruction.

[Project Implicit](#) offers online implicit bias tests and resources for understanding and addressing unconscious bias. They provide evidence-based assessments and facilitate debriefing sessions to promote awareness and reflection on biases for faculty, staff, and students to learn and find ways to engage meaningfully in conversations and dialogue on reducing bias.

The [Witness Toolkit](#) from [The Witness Institute](#) offers training and resources to facilitate meaningful discussions that promote empathy and understanding, and empowers individuals to become more reflective and compassionate. It encourages participants to bring questions, engage in honest open sharing, and explore ways to build a more compassionate and courageous society.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Interfaith America Bridge-Building Curriculum

Part 1: We Can Build Bridges Synchronous Curriculum

Note: An asynchronous version of this course is also available.

Curriculum Description: The United States has long been defined by the great diversity of its people. Whether that diversity enriches or divides the nation, however, is not a given. Where there is deep difference, there is a need for bridgebuilders: citizens with the mindset and skills to transform diversity into pluralism. In this curriculum, learners will learn about the goals of bridgebuilding, see an example of bridgebuilding in action, and consider where they might take steps to build bridges in their own lives.

Intended Audience and Use: This curriculum is designed for anyone working with a group of people who are interested in pursuing bridgebuilding in their own lives. Learners are welcome from a wide variety of sectors and experiences who are curious about what bridgebuilding is, if it's even possible, and how to more effectively engage across difference to build the common good. This curriculum includes support for both in-person and virtual learning.

Time: 90 mins

Format: Synchronous; In-person or virtual

Required Materials:

- [We Can Build Bridges Slides](#)
- [Everyday Opportunities to Try Bridgebuilding Handout](#)
- For in person settings: One, 16-piece puzzle per every 4-6 participants. Each group's puzzle should be visually distinct from the others.

Tip: you can create your own puzzles by finding images, such as on [Wikimedia Commons](#) and printing them out (preferably on cardstock). Once printed, cut each image into sixteenths—squares are great. Be sure that each image is quite different such as [this flower](#), [this butterfly](#), [this pizza](#), and [this dog](#). You can also design your own puzzles by searching for "blank puzzles" online.

Facilitator Prework/Preparation:

- Complete the 60-minute asynchronous version of this course [online](#) to further gain familiarity with the concepts and content.
- For in-person settings: Prepare the puzzles so that each group has one piece from each of the other groups and are thus also missing some of their own pieces. The swapped pieces should clearly belong to a different puzzle based on color or another easily identifiable feature.

Learning Outcomes:

- By the end of this module, learners will be able to:
- Define the components of bridgebuilding
 - Describe the key difference between pluralism and diversity



University:

Institutional Practices

Introduce courses on cooperation and dialogue across differences.

Introduce and implement courses and learning opportunities on the practice of cooperation across differences. Integrate constructive dialogue skill-building into general education to ensure all students learn to engage effectively across difference. Anchor courses in intellectual history of pluralism, relevant research, and real-world case-based learning.

For example, [Spring Arbor University's "Bridging the Gap"](#) course is offered to Spring Arbor and Oberlin College students demonstrating how to implement courses on cooperation across differences, enhancing students' understanding and skills in navigating diverse ideological perspectives.

FOSTER EMPATHY

PROMOTE PLURALISM

Prioritize programming and initiatives aimed at enhancing pluralism on-campus.

Plan and sponsor pluralism programming such as speaker series, dinner and dialogue events, and service projects. Create student bridge-building fellowship programs for students to help lead programmatic elements as part of their leadership development. Run student fellowships and student engagement forums around pluralism.

[Intercollegiate Civil Disagreement Partnership Fellowship](#) is a year-long experience offered jointly by five colleges and universities that develops students' abilities to engage in and lead conversations across difference.

The [University of Virginia's Karsh Institute for Democracy](#) has developed initiatives to support its Talking Across Difference program, fostering ongoing dialogue and understanding across diverse perspectives.

[Middlebury College's Engaged Listening Project](#) develops innovative training and formats for facilitating productive disagreements and provides forums and lectures.

PROMOTE PLURALISM

ENHANCE CRITICAL THINKING

Implement annual anti-discrimination, anti-hate training for students and faculty.

Partner with [Academic Engagement Network](#) and [Hillel International](#) to develop effective training programs addressing discrimination and promoting allyship.

FOSTER EMPATHY

PROMOTE PLURALISM

Implement comprehensive pluralism training across campus.

Lead pluralism training for staff, faculty, and students. Focus training on bridge-building skills such as active listening, constructive dialogue, and navigating ideological tension effectively. [Essential Partners](#) offers training and resources for teachers, students and administrators. [Constructive Dialogue Institute](#) offers support for students and offers the [Dialogue Facilitation Certification](#) to equip faculty and staff with advanced skills in facilitating discussions and mediating conflicts within academic settings. Participants receive specialized training in creating and sustaining dialogues that can bridge divides and foster a deeper understanding among diverse campus groups.

[Dickinson College Dialogues Across Differences](#) program facilitates faculty learning and community-building to help incorporate productive dialogue into classes and campus environments.

[James Madison University's Center for Civic Engagement](#) implements programs on civic responsibility and community involvement, reaching nearly every first-year student.

PROMOTE PLURALISM

ENHANCE CRITICAL THINKING

University: Institutional Practices

Promote a balanced educational environment, free from hate-based ideologies.

Focus on enhancing the quality of education and fostering inclusivity by actively discouraging hate-based ideologies and promoting a curriculum that emphasizes empathy, critical thinking, and effective conflict resolution. Train educators to identify and challenge hate-based narratives within educational materials and classroom discussions.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Cultivate deliberative skills and enhance campus dialogue.

[Colorado State University Center for Public Deliberation](#) focuses on enhancing public discourse by training participants in the art of deliberation rather than debate, promoting a culture of thoughtful civic engagement.

[Davidson College's Deliberative Citizenship Initiative](#) creates opportunities for members of the college community to engage respectfully on controversial issues, thereby enhancing campus dialogue and understanding.

FOSTER EMPATHY

PROMOTE PLURALISM

Participate in a bridge-building and pluralism cohort program.

Engage with and participate in cohort-based pluralism programs offered by NGOs such as [Interfaith America](#), [Constructive Dialogue Institute](#), and [Citizens and Scholars](#).

FOSTER EMPATHY

PROMOTE PLURALISM

Enhance academic freedom.

[University of Chicago Forum for Free Inquiry and Expression & Academic Freedom Institute](#) provides frameworks and support for navigating complex issues surrounding academic freedom, ensuring a campus environment conducive to free and open scholarly inquiry. They offer actionable steps for enhancing academic freedom on campuses.

PROMOTE PLURALISM

ENHANCE CRITICAL THINKING

Establish comprehensive institutes on Hate Studies.

Establish dedicated institutes focused on Hate Studies, modeled after successful initiatives like the Institutes on Antisemitism at the University of Indiana, University of Michigan, and Georgetown's Center for Jewish Civilization. These institutes, with guidance and resources from organizations such as [American Jewish Committee](#) (AJC) and [Anti-Defamation League](#) (ADL), can address antisemitism but also extend their scope to combat other forms of hate, including racism, anti-Muslim hate, and other prejudices.

Offering comprehensive educational programs, research, and community outreach resources, the ADL and AJC can serve as resources for addressing antisemitism and other forms of hate and promoting understanding and respect across diverse cultures and ideologies.

University of Indiana and University of Michigan host Institutes of Antisemitism, and Georgetown hosts the Center for Jewish Civilization.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Launch Centers for Pluralism on campuses.

Encourage the creation of Centers for Pluralism on university campuses that serve as hubs for research, education, and advocacy on pluralism-related issues. Launch a pluralism coursework requirement for incoming freshmen.

For example, [Georgetown University Berkley Center for Religion, Peace, and World Affairs](#) houses various programs and initiatives focused on advancing interfaith dialogue, religious freedom, and global engagement.

PROMOTE PLURALISM

University: Institutional Practices

Establish endowed Professors of Pluralism.

Advocate for the establishment of endowed professorships dedicated to the study of pluralism within higher education institutions. Endowments can support faculty positions focused on promoting pluralistic ideas.

For example, [Harvard University's Pluralism Project](#) is an initiative that promotes understanding and appreciation of religious diversity through research, outreach, and educational programs.

PROMOTE PLURALISM

Organize campus speaking events to promote critical thinking and civil discourse.

Universities should actively organize speaking events that bring in diverse voices. Universities could bring speakers from [Heterodox Academy's Speakers Bureau](#) and [Builders' Movement Partners](#) to campus to encourage a culture of critical thinking and civil discourse. These events should feature speakers who are renowned for their ability to engage audiences in meaningful discussions on contentious topics, exposing students and faculty to a variety of perspectives and enhancing their deliberative skills.

FOSTER EMPATHY

PROMOTE PLURALISM

Foster academic diversity and encourage open inquiry through structured initiatives.

[Heterodox Academy](#) offers resources and programs including workshops, speaker series, and training modules to help encourage a culture of viewpoint diversity, critical thinking, and constructive disagreement.

[Providence College's Dialogue Inclusion and Democracy \(DID\)](#) Lab offers proactive approaches to fostering civil discourse and critical engagement and host student-led initiatives like the [democracy wall](#) for students to engage with others in real-time around complex issues.

PROMOTE PLURALISM

Establish university-leader-led commitments to pluralism and civil discourse.

Establish presidential-level commitments to pluralism through principles or covenants for civil discourse.

[Vanderbilt University's Dialogue Vanderbilt](#) and [Dickinson College's Dialogues Across Differences](#) initiatives focus on civic learning, constructive dialogue, and ideological diversity through presidential-level commitments to funding and hosting events dedicated to pluralism, fostering inclusive campus environments, and preparing students for leadership post-college.

[Intercollegiate Civil Disagreement Partnership Fellowship](#) through Harvard Safra Center demonstrates effective student fellowship and training programs for promoting civil discourse and cooperation across differences.

FOSTER EMPATHY

PROMOTE PLURALISM

University: Institutional Practices

Encourage research on polarization and democratic leadership.

Encourage research on leadership in engaging in diverse, polarized settings and produce knowledge rooted in the needs of changing societal pressures. Support research initiatives that reduce divisiveness in society.

For example, [Middlebury College Davis Collaborative in Conflict Transformation](#) serves as an hub for research, teaching, and student experiences, addressing divisiveness in society through collaboration with partner institutions.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Develop proactive strategies for crisis navigation.

Develop proactive strategies for navigating moments of crisis related to ideological diversity. Establish leadership teams, values, and guidelines for issuing public messages and de-escalating crises while creating space for expression of divergent viewpoints.

[Ohio State University Divided Community Project](#) offers strategic expertise in dispute resolution and systems-design to support university leaders in managing divisive incidents.

FOSTER EMPATHY

University:

Supporting Students

Establish comprehensive student support and advocacy programs to combat discrimination and hate on campus.

Partner with organizations like [Anti-Defamation League \(ADL\)](#) to establish comprehensive student support and advocacy programs across universities. These programs should provide a safe environment for reporting incidents, offer mental health support, and provide legal assistance where needed.

[ADL's Campus Affairs](#) team collaborates with universities nationwide to implement effective student support and advocacy programs, fostering inclusive campus environments and combating hate.

FOSTER EMPATHY

PROMOTE PLURALISM

Encourage student-led initiatives and events promoting dialogue and solidarity across diverse groups.

Partner with organizations such as [Interfaith America](#) and [BridgeUSA](#) to support student-led initiatives and events promoting dialogue, understanding, and solidarity among diverse student communities. Collaborate on initiatives combating hate and fostering intellectual pluralism. [Interfaith America Talk Better Together](#) campaign empowers students of diverse religious and non-religious backgrounds to organize events and projects promoting interfaith dialogue and cooperation on college campuses nationwide.

[BridgeUSA](#) facilitates student-led chapters that encourage constructive dialogue and bridge-building across ideological divides. They support a network of student organizations across college campuses, providing resources, training, and frameworks to help students create events that foster open and respectful discussions on challenging topics.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Offer mental health and wellness workshops tailored to students facing discrimination.

Collaborate with organizations like [Active Minds](#) to provide specialized mental health and wellness workshops addressing the unique challenges faced by students dealing with discrimination. Offer support and resources through partnerships with health and wellness centers and counseling services. Active Minds' Diversity and Inclusion Program equips students with resources and tools to address mental health disparities among marginalized communities.

FOSTER EMPATHY

PROMOTE PLURALISM

Require student groups to commit to integrity and respect on campus.

Partner with an organization like [Constructive Dialogue Institute](#) to build out a required training for all student organization leaders and Residential Advisors. Build dialogue skills and codes of conduct into Residential Advisor training. Offer representatives of each student organization to attend monthly or quarterly relationship-building and learning sessions. UC Berkeley offers the [Student Leadership Academy](#), a series of workshops for student leaders that, upon completion, awards a leadership certificate.

For example, NYU's Center for Global Spiritual Life's [Cultivating Beloved Community Workshops](#) offers students and staff tools for community building, self-regulation, and navigating difference.

FOSTER EMPATHY

PROMOTE PLURALISM

Facilitate political dialogue across differences.

[Living Room Conversations](#) offers a model for hosting meaningful conversations across differences, promoting understanding and empathy. This effective approach can be adopted by universities to enrich campus dialogue and community cohesion.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

University: Supporting Students

Foster peer mentorship and counseling services for students facing discrimination.

Develop peer mentorship programs services within universities, typically managed by Counseling and Psychological Services or Student Government Associations. These initiatives offer students a supportive network for navigating challenges related to discrimination or hate. [The Trevor Project](#) partners with universities to establish peer mentorship and counseling programs tailored to LGBTQ+ students facing discrimination. [Management Leadership for Tomorrow](#) offers a robust coaching and career support for students of color.

FOSTER EMPATHY

PROMOTE PLURALISM

Facilitate community-building and support groups within Campus Centers to foster belonging and inclusivity.

Collaborate with organizations like [The Trevor Project](#) to establish community-building and support groups within campus centers, such as LGBTQ+ resource centers. These groups provide spaces for students to connect, share experiences, and support each other.

For example, the [TrevorSpace](#) platform connects LGBTQ+ youth across the country, fostering a sense of community and support for those facing discrimination or isolation on college campuses.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Foster civic engagement through service.

[The Bonner Program](#) integrates community service with academic and personal development, promoting civic engagement and social responsibility. This model can be adopted by universities to enhance student engagement and community service initiatives.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Provide diversity and inclusion training for student leaders to promote inclusive campus environments.

Collaborate with organizations like [Campus Pride](#) to offer training sessions on diversity, inclusion, and bystander intervention for student leaders. Empower student leaders with skills to foster inclusive spaces and address instances of discrimination.

For example, [Campus Pride](#)'s leadership development programs equip student leaders with the knowledge and tools to create safer, more inclusive campus environments for LGBTQ+ students. They launched [Pride Index](#) to create safer, more inclusive campus communities.

FOSTER EMPATHY

PROMOTE PLURALISM

Foster constructive dialogue across school communities.

[Constructive Dialogue Institute](#) provides a suite of resources to support students, faculty, and staff in fostering dialogue across differences. CDI's evidence-based online learning program is designed to equip students with the foundational skills to navigate difficult conversations. It can be embedded in pre-orientation, first-year experience, gen ed courses, student leader training, or RA training.

[Essential Partners](#) offers dialogue methodologies and resources that foster open communication and mutual understanding across ideological and cultural divides.

The [Disagree Better Campaign Asset Library](#) provides a comprehensive collection of resources designed to improve conversation skills and conflict resolution in educational settings.

[Duke University's Civil Discourse Project](#) within the Kenan Institute for Ethics sponsors courses and events that promote constructive dialogue and provides models and teachings for developing the capacities necessary for exchange across difference.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM



Collaborative Educational Reforms

Efforts that involve collaboration between schools and stakeholders to enhance the educational environment.

University

University

Legal & Law Enforcement

Engage with legal advocacy groups.

Collaborate with legal advocacy groups such as [American Civil Liberties Union](#), [Southern Poverty Law Center](#), and [Lawyers' Committee for Civil Rights Under Law](#) to leverage legal expertise and resources in protecting student rights and combating hate on campuses.

PROMOTE PLURALISM

Support Campus Antisemitism Legal Line (CALL).

The [Anti-Defamation League](#), [Louis D. Brandeis Center for Human Rights Under Law](#), [Hillel International](#), and law firm [Gibson Dunn](#) launched [CALL](#), a free legal helpline for Jewish students and faculty impacted by antisemitism on campuses.

FOSTER EMPATHY

PROMOTE PLURALISM

File lawsuits defending civil rights.

Advocate for the filing of lawsuits under provisions like Title VI of the Civil Rights Act to protect students against discrimination based on race, color, or national origin. Pursue legal action to hold institutions accountable for violations of students' civil rights.

PROMOTE PLURALISM

Promote mutual respectful dialogue and free speech.

Emphasize the importance of protecting free speech while fostering environments conducive to mutually respectful dialogue. Encourage universities to advocate for civil discourse initiatives and platforms promoting constructive engagement.

ENHANCE CRITICAL THINKING

PROMOTE PLURALISM

Ensure physical security for all students.

Prioritize the physical security and safety of all students on campus, implementing enhanced safety measures, security personnel, and emergency response protocols to mitigate potential threats or incidents. The [Cleru Center](#) is a nonprofit that provides educational resources and training for universities to comply with federal regulations and improve campus security.

FOSTER EMPATHY

PROMOTE PLURALISM

Strengthen support systems for discrimination victims.

Advocate for robust systems within universities to handle discrimination complaints effectively. This includes establishing clear reporting mechanisms, ensuring transparent investigations, and enforcing appropriate disciplinary actions. Prioritize the safeguarding of students' rights and well-being to foster an inclusive academic environment. Use resources and guidelines from the [Office for Civil Rights](#) in the U.S. Department of Education and support from legal aid organizations, including the [ACLU](#).

PROMOTE PLURALISM

University: Legal & Law Enforcement

Promote fair enforcement of non-discrimination laws.

Enhance the enforcement of laws and university policies and codes of conduct that prevent incitement of hate, ensuring clear guidelines are in place for identifying and addressing acts of antisemitism, anti-Muslim, and other forms of hate speech. Work with legal experts to refine these definitions and advocate for legislative updates where necessary to strengthen protections.

FOSTER EMPATHY

PROMOTE PLURALISM

Enforce anti-bullying and hate speech policies with restorative approaches.

While maintaining strict enforcement of anti-bullying and hate speech policies and guidelines against harassment, it is important to integrate restorative justice approaches. These approaches focus on healing and learning rather than punishment alone, aiming to encourage more constructive behavior.

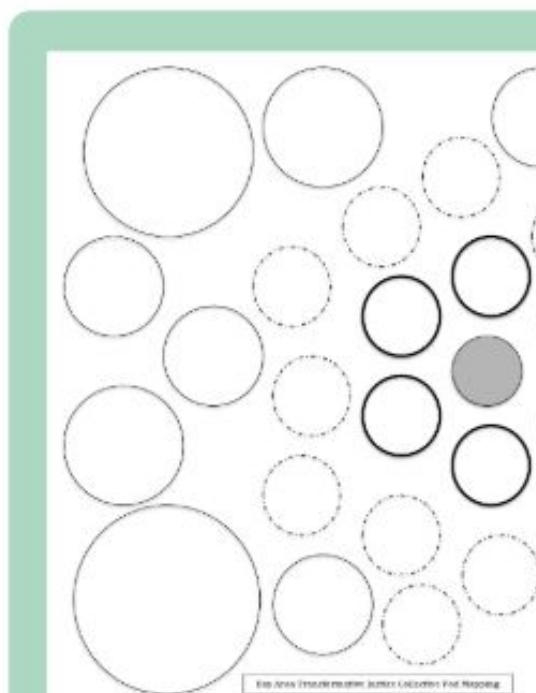
[Center for Restorative Justice \(CRJ\) at Suffolk University](#) offers training, professional development, and resources for school stakeholders to enact restorative justice practices, like talking circles to encourage dialogue, and update policies in their schools.

PROMOTE PLURALISM

CRJ Resource on Restorative Justice

How to use the map:

- 1) Write your name in the middle grey circle.
- 2) The surrounding bold-outlined circles are your pod. Write the names of the people who are in your pod. We encourage people to write the names of actual individuals, instead of things such as "my church group" or "my neighbors."
- 3) The dotted lines surrounding your pod are people who are "movable." They are



University:

Policy & Legislative

Advocate for comprehensive historical education programs.

Lobby for the implementation of comprehensive historical education requirements in university curricula nationwide. This should include Holocaust education as well as modules on slavery, colonization of indigenous peoples, and other significant chapters of history to ensure students understand the complexities of past injustices and the lessons they offer in combating hate and intolerance. Rutgers University has incorporated Holocaust education into its curriculum, and Northwestern University houses the [Holocaust Educational Foundation](#).

[Facing History & Ourselves](#) provides extensive resources and curriculum support for teaching complex historical issues, including the Holocaust, slavery, and the treatment of indigenous peoples.

[Echoes and Reflections](#) offers detailed Holocaust education resources and training for educators, helping them to effectively teach this critical subject.

[United States Holocaust Memorial Museum](#) supplies invaluable educational materials and support for schools implementing Holocaust education.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Echoes & Reflections Resources on the Holocaust



ONE DAY LESSON PLAN: Introduction to the Holocaust

GRADE LEVEL: Middle and High School

ESTIMATED TIME: 45 Minutes, with a 45 Minute Extension

OVERVIEW

This lesson introduces students to the topic of the Holocaust with an emphasis on the role of antisemitism in creating the conditions that led to the Holocaust. Students define the Holocaust and antisemitism, and will be able to explain how antisemitism helped to create an environment that led to a genocide against the Jews of Europe.

TEACHER PREPARATION

- Review [Echoes & Reflections Pedagogical Principles \(handout\)](#)
- Preview the clips of testimony and [video toolbox](#) used in this lesson
- Preview the handouts used in this lesson
- Review [Students Toughest Questions](#)
- Optional: watch ["What Is the Holocaust?"](#)

Assess and regulate international funding in education.

Collaborate with NGOs and legal aid organizations, such as [Human Rights Watch](#), [Scholars at Risk](#), and [Freedom House](#), to ensure transparency and appropriate regulatory oversight regarding funding from international corporations and government entities to maintain academic discourse and safeguard educational practices.

For example, the [University of Texas at Austin declined funding](#) from the Confucius Institute, a Chinese government-funded organization, citing concerns about academic freedom and integrity.

PROMOTE PLURALISM

ENHANCE CRITICAL THINKING

Advocate for adoption of comprehensive hate speech definitions.

Call for universities to adopt clear and comprehensive definitions of hate speech that include guidelines for identifying and addressing all forms of discriminatory behavior, including but not limited to antisemitism. Utilize established definitions, such as the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism, as a model for creating a broader framework that encompasses various types of hate speech. Can work with organizational partners such as [International Holocaust Remembrance Alliance](#) and [SPLC](#).

PROMOTE PLURALISM

University: Policy & Legislation

Advocate for legislation addressing freedom of speech and promoting pluralism.

Lobby for legislative action that promotes pluralistic initiatives in higher education, focusing on the 4Cs to create inclusive campus environments. Can partner with NGOs such as the [Center for Public Education](#) and [American Council on Education](#).

For example, universities in the state of Virginia, as mandated by [§23.1-401.1](#), are required to establish policies and materials promoting constitutionally protected speech on campus and submit reports on their efforts.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Partner with marginalized, identity, and affinity organizations.

Partner with a broad, diverse swath of marginalized and affinity groups to promote coexistence, ideological diversity, interfaith understanding, and religious tolerance. These partnerships can involve providing resources, co-hosting events, and facilitating educational programs that bring together students from various cultural and religious backgrounds. The [Islamic Society of North America](#) promotes interfaith cooperation and community engagement, serving as a positive influence within the faith-based community.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Strengthen laws to combat incitement of hate.

Work with legislators to strengthen existing laws aimed at combating incitement of hate speech on college campuses, ensuring that they are comprehensive and enforceable to address various forms of discrimination and bigotry. Partner with legal aid and NGOs such as [ACLU](#), [ADL](#), and [SPLC](#).

PROMOTE PLURALISM

University:

Community Engagement

Bridge the partisan divide through nonpartisan dialogue programs.

[Braver Angels](#) and [BridgeUSA](#) offer models for bridging ideological divides through dialogue-based programs and interventions. Universities can adopt these initiatives to reduce polarization and foster a culture of collaboration, understanding, and mutual respect on campus.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Host university administration conferences.

Participate in conferences comprised of university presidents and administrators that focus on promoting best practices around pluralism and cooperation within academia.

Convene gatherings and conferences for university leaders to discuss strategies for fostering inclusive campus environments and supporting students' diverse racial, ethnic, religious, and cultural identities.

[Interfaith America](#), [Constructive Dialogue Institute](#), and [Institute for Citizens and Scholars](#) have organized bridge-building and pluralism cohort programming.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Commission data on hate manifestations in universities.

Commission research studies from organizations such as [Anti-Defamation League](#) to collect data on the prevalence and manifestations of antisemitism, anti-Muslim hate, and other forms of discrimination within university settings. Conduct research and publish reports on hate crimes, extremism, and discrimination to provide valuable data and insights for addressing these issues on college campuses.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Recognize exemplary university administrators.

Recognize university presidents and administrators who demonstrate leadership in advancing pluralism and fostering inclusive campus environments. For instance, [American Council on Education](#) honors individuals generating campus innovation.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

Build a robust network of external validators for universities.

Create additional national ranking and evaluation systems to assess universities' commitment to creating safe, inclusive, and intellectually diverse environments.

[Campus Pride Index](#) is an indicator of institutional commitment to LGBTQ-inclusive policies. FIRE provides a [free speech ranking](#) on protection of free speech and academic freedom. The Princeton Review's [Guide to Green Colleges](#) highlights institutions that demonstrate strong commitments to sustainability, inclusivity, and social responsibility, offering insights for prospective students seeking progressive campuses.

CULTIVATE GLOBAL AWARENESS

PROMOTE PLURALISM

University: Community Organizations

Promote interfaith understanding and cooperation.

[Neighborly Faith](#) is a student-led movement that actively works to bridge gaps between Christian and Muslim students through dialogue and mutual activities. These efforts are crucial in cultivating a campus atmosphere of respect and understanding.

FOSTER EMPATHY

PROMOTE PLURALISM

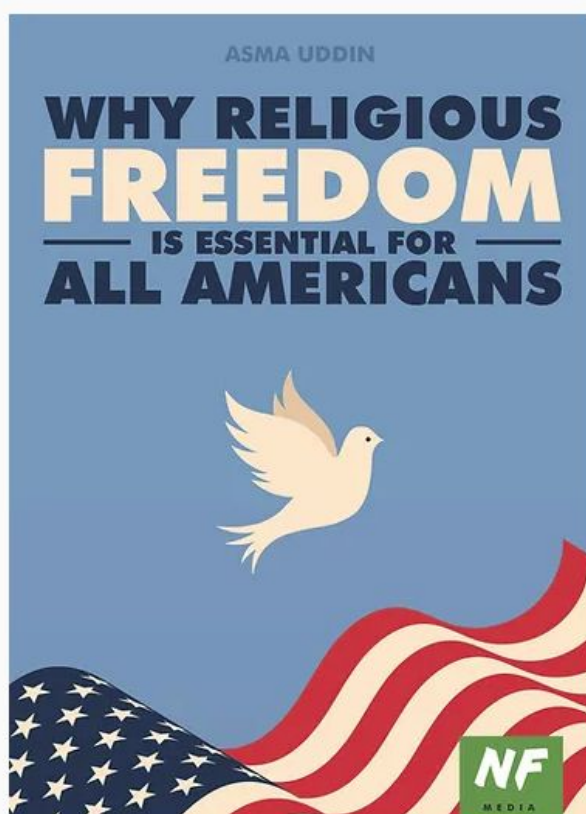
Engage stakeholders in advocating for campus safety and inclusivity.

Request universities' statements on antisemitism and anti-Muslim hate, and inquire about the measures taken to protect vulnerable students and enforce university codes of conduct. Encourage administrators to convene task forces to combat antisemitism and anti-Muslim hate with clear initiatives and implementation timelines.

FOSTER EMPATHY

PROMOTE PLURALISM

Neighborly Faith Resources on Religious Freedom



Why Religious Freedom is Essential for All Americans

ASMA UDDIN

In her timely essay, author Asma Uddin explores the complex topic of religious freedom for Muslims in America. Uddin argues that religious freedom is not just a right for some, but a right for all, meaning that religious groups do not have to choose between their faith and their citizenship. They work together, not against each other. Uddin uses anecdotes and presents data that show how Muslim rhetoric not only targets Muslims but also undermines religious freedom for all. She challenges readers to rethink their views on religious freedom in America.

About

BUILDERS

As societies become increasingly divided, Builders is committed to equipping people with the skills, tools, and network for thinking flexibly and solving problems constructively, without resorting to hatred, dehumanization, and violence. Learn more and join us at buildersmovement.org.

We want to hear from you! Reach out to us at hello@buildersmovement.org.

The Builders Education Resource & Action Guide was developed by Elan Kogutt, Fellow at Harvard Kennedy School, and Sarah Décarpentrie, Chief of Staff at Lubetzky Family Foundation.



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