

6/04/2019

(PLEASE SHARE WITH YOUR NETWORKS AS APPROPRIATE. IF YOU HAVE OTHER RESOURCES TO ADD TO THIS MEMORANDUM, LET ME KNOW)

Dear Directors of Student Support Services and Child Welfare and Attendance,

We are deeply saddened and concerned about reports of Hate Incidents in Los Angeles County and other areas of the country. This memorandum is a review of the initiatives we support in the Division of Student Support Services. Please contact us for further information:

### **Addressing the Incidence of Hate in Schools**

LACOE's Division of Student Support Services, led by our Community Health and Safe Schools Unit (CHSS) is addressing incidents involving hate and related issues by engaging in the following activities, programs and workshops. Contact Susan Chaides, Project Director II, CHSS [chaides\\_susan@lacoedu](mailto:chaides_susan@lacoedu) who leads the unit, or Jewel Forbes, Coordinator II, School Counseling [forbes\\_jewel@lacoedu](mailto:forbes_jewel@lacoedu) for further information:

**Network Against Hate Crime.** Contact: Jewel Forbes [forbes\\_jewel@lacoedu](mailto:forbes_jewel@lacoedu) Contact Susan Chaides, Project Director II, CHSS [chaides\\_susan@lacoedu](mailto:chaides_susan@lacoedu)  
Jewel Forbes, Coordinator II, CHSS is the Co-Chair of the Los Angeles County Network Against Hate Crime meeting. This meeting brings together law enforcement agencies, human relations organizations, educators, faith communities, social service and advocacy groups and concerned individuals to coordinate efforts to combat hate crime. Districts are encouraged to attend quarterly meetings.

**Violence Prevention Symposium.** Contact: Jewel Forbes [forbes\\_jewel@lacoedu](mailto:forbes_jewel@lacoedu) Contact Susan Chaides, Project Director II, CHSS [chaides\\_susan@lacoedu](mailto:chaides_susan@lacoedu)  
Hate related incidents are addressed during the Annual Violence Prevention Symposium by providing presentations and resources for schools to combat hate related incidents. Issues related to hate, bullying and establishing positive school climate are also addressed during the Counseling Resource Network meetings.

**Safe School Planning Workshops** Contact: Jewel Forbes [forbes\\_jewel@lacoedu](mailto:forbes_jewel@lacoedu) Contact Susan Chaides, Project Director II, CHSS [chaides\\_susan@lacoedu](mailto:chaides_susan@lacoedu)  
Issues related to hate, bullying, discrimination and harassment are also addressed during Safe School Planning workshops at LACOE. Safe School Plans are a requirement for all school districts throughout the State of California. Take time to review you policies related to Hate Incidents.

**Bullying and Cyberbullying Prevention Training.** Contact: Jewel Forbes [forbes\\_jewel@lacoedu](mailto:forbes_jewel@lacoedu) Contact Susan Chaides, Project Director II, CHSS [chaides\\_susan@lacoedu](mailto:chaides_susan@lacoedu)

The CHSS Unit offers bullying and cyber-bullying workshops that serve to inform educators on current laws, best practices and resources designed to reduce bullying behavior on school campuses and via social media / internet.

### **AB699 Implementation Workgroup**

LACOE participates on the Los Angeles County Commission on Human Relations Workgroup related to implementation of AB 699. This legislation provides protection to immigrant students, including providing training for districts on bullying due to immigrant status. Discrimination is prohibited based on a student's immigration status. School districts must adopt or amend their current policies to prohibit discrimination, harassment, intimidation, and bullying based on a student's actual or perceived immigration status. Districts must have a process in place to receive and investigate complaints for discrimination, harassment, intimidation, and bullying based on protected characteristics. Contact: Carolina Scheinfeld, Coordinator, Immigrant Relations, Office of General Counsel [scheinfeld\\_carolina@lacoedu](mailto:scheinfeld_carolina@lacoedu)

### **Positive Behavior Interventions and Supports (PBIS) Anti-Bullying Framework for School Districts**

The Division's Positive Behavior Interventions and Supports (PBIS) training program, in the CHSS Unit, provides an anti-bullying, anti-hate crime and anti-harassment framework that establishes a positive school climate. PBIS schools create a climate where appropriate behavior is the norm. Over 40 school districts, and 100 charter schools, private schools and LACOE's schools participate in PBIS. Contact: Dr. Cindy Chaffee [chaffee\\_cindy@lacoedu](mailto:chaffee_cindy@lacoedu) After June 30, Sheari Taylor [taylor\\_sheari@lacoedu](mailto:taylor_sheari@lacoedu)

### **Harassment and Bullying Training for Students by Friday Night Live**

Hate Violence, Harassment and Bullying training is provided for students by the Division's Friday Night Live/Comprehensive Prevention Services Unit (FNL/CPS), who partners with the County's Department of Public Health. Students participate in after-school Leadership Classes, which teach students strategies to prevent bullying and harassment, and how to support victims as well as reach out to the perpetrators. Contact: Dr. Monica Sanchez [sanchez\\_monica@lacoedu](mailto:sanchez_monica@lacoedu)

**Partnerships** Contact: Jewel Forbes [forbes\\_jewel@lacoedu](mailto:forbes_jewel@lacoedu)

### **Los Angeles County Commission on Human Relations**

The Commission seeks to improve human relations by working to transfer prejudice into acceptance, inequity into justice, and hostility into peace. Our work addresses three primary program strategic priorities: engaging youth in social justice leadership, increasing the equity of criminal justice systems, and strengthening hate crime prevention and response. The Commission also produces an annual report on Hate Crimes in the County, and the Division has participated in collecting data from school districts. Contact: Jewel Forbes [forbes\\_jewel@lacoedu](mailto:forbes_jewel@lacoedu)

### **Museum of Tolerance (Museum of Tolerance)**

The MOT offers free professional development opportunities for California educators and conferences for students. LACOE participates as a fiscal agent for grant funds received from the California Department of Education from the MOT. LACOE Divisions have participated in this training.

*Tools for Tolerance for Educators*

- Designed to advance anti-bias education and promote the creation of inclusive and equitable schools

#### *America to Me*

- The America to Me-the docu-series A workshop that explores select episodes of “America to Me” and offers tools, resources and strategies for educators to advance race and equity conversations in their schools. The docu-series opens the doors to a high school outside of Chicago, where students and teachers struggle to navigate crucial issues of race, identity, culture, privilege and education.

**Anti-Defamation League** offers an array of services to schools to reduce the incidence of hate and bias in and around schools. Programs guide youth and adults to reject biases, appreciate differences and create welcoming environments. Anti-Defamation League has provided information and resources during LACOE workshops hosted by the Community Health and Safe Schools Unit.

#### **Current Work**

Collaboration with Robin Toma, Executive Director of the Los Angeles County Commission on Human Relations, Terri Villa-McDowell, County lead for AB 699, Marquez Equalibria, Department of Justice to establish ongoing support and training to schools and districts that include the following:

- Develop guidelines and protocols to assist schools in reporting and documenting incidents of hate in schools.
- Provide training to schools on the implementation of AB 699 in schools.
- Develop and provide linkages, resources and tools for schools to in an effort to improve school climate, reduce hate crime and hate related incidents on and around school campuses.

Sincerely,

#### **Victor C. Thompson, Ed.D.**

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