



# **Responding to Hate & Bias**

## *Lessons from the Field*

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*Presented by: The Anti-Defamation League*

## Hate Crime

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- Criminal Act against a person, group or property that was motivated by bias toward a protected class.
- CT protected classes include (actual, or perceived): Race, religion, ethnicity, disability, sexual orientation, sex, gender identity or expression

## Bias Incident

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- Non-criminal, biased conduct or speech directed at an individual or group because of their actual or perceived identity.

# Definitions

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# **Hate Crime or Bias Incident**

**A hate crime will likely involve  
law enforcement**

**A bias incident will not**

**Why is this distinction important?**

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# **THREE KEY POINTS TO CONSIDER WHEN RESPONDING TO A HATE OR BIAS INCIDENT**

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Adapted from ADL's "Responding to Incidents of Hate & Bias" Resource and Teaching Tolerance's Guide: "Responding to Hate & Bias at School"



**Keep it simple. Focus on three main points:**

1. An unacceptable incident has occurred. (Be specific)
2. A full investigation is under way.
3. Our school stands for respect and inclusion.

**Denounce the act**

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- Listen to targeted students & seek to understand their experiences
- Provide counselors who will be receptive to their experience
- Encourage spaces for productive conversation

# **Support targeted students**

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- Don't make excuses for biased behavior
- Focus more on education than punishment
- Restorative Justice Practices



**Seek justice, avoid blame**

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- **Dr. Michael T. Conner, Superintendent,  
Middletown Public Schools**
- **Michelle Laubin , Senior Partner  
Bercham, Moses, P.C**
- **Patrice McCarthy, Deputy Director and  
General Counsel, CABE**

# Panel

Moderated by Marji Lipshez Shapiro

