

POSITIVE IMPACT!

Tools For Respecting Differences



A Resource Guide from the
Anti-Defamation League
Mountain States Regional Office

In Cooperation with the Mizel Museum

2006 2007



Mission Statement

Since 1913:

*“to stop the defamation
of the Jewish people . . .
to secure justice and fair
treatment to all.”*

ABOUT THIS GUIDE

In 2004, 20 Colorado teens visited the U.S. Holocaust Memorial Museum in Washington, D.C. to enhance their understanding of the Holocaust and examine the consequences of hatred and bigotry. Motivated to raise awareness about prejudice in their own communities, the students designed anti-hate bracelets inscribed with “SEE DEEPER™” to inspire people to look past superficial outward appearances and initial prejudices; to SEE DEEPER into the minds, hearts and souls of others. 10,000 bracelets were distributed throughout the Denver area at local bookstores, businesses and schools. This project has made a **Positive Impact!** by encouraging people to engage in conversations about bias and hate and to SEE DEEPER by examining their personal responsibility to promote respect and diversity!

You too can make a **Positive Impact!**

Freedom from bigotry and discrimination is a basic right that everyone should be able to take for granted. Unfortunately, whether through fear or ignorance, prejudice and hate are still very much present in our world today.

The Anti-Defamation League, founded in 1913, is one of the nation’s premier human relations and civil rights agencies and is dedicated in purpose and program to combating anti-Semitism and all forms of bigotry, defending democratic ideals and protecting civil rights for all.”

Whether you act individually, or as part of a group, you can help effect real change and create an environment where diversity is respected and hatred is rejected. This guide gives you specific ideas and activities that you can pursue in your home, your school, your house of worship, your workplace and your community. You can make a **Positive Impact!**

Bruce H. DeBoskey
ADL Regional Director

Marvin Levy
ADL Regional Board Chair



TABLE OF CONTENTS

	PAGE
About this Guide	1
2005 <i>Positive Impact!</i> Award	3
101 Ways to Make a Positive Impact in Your Community	4
Lista de Definiciones	14
Developing a Common Language	15
Resolución de Respeto	16
Resolution of Respect	18
Hate Crime Information	20
La Perspectiva De Los Estereotipos	22
Perspective on Stereotyping	23
¿Cómo Crear Una Sociedad Justa?	24
How Can I Create a Just Society?	25
Guía para Luchar Contra el Racismo y Otras Formas de Opresión	26
Guidelines for Challenging Racism and Other Forms of Oppression	28
2006 Cultural and Religious Observances	30
2007 Cultural and Religious Observances	32
Glossary of Observances	34
Anti-Defamation League Information	38

2005 *Positive Impact!* AWARD RECIPIENTS:

With the introduction of the *Positive Impact!* Resource Guide, ADL's Mountain States Regional Office created the *Positive Impact!* Award to honor groups or individuals who promote respect for differences. In 2005, an individual, a student group, a local non-profit and a community organization received ADL's *Positive Impact!* Awards. These honorees were stellar in their commitment to the values for which the ADL strives: inclusion, respect for diversity and combating bigotry.

PAM DURAN

**Director of the Institutional Equity and Multicultural Education Department
Boulder Valley School District (BVSD)**

Pam Duran has kept equity issues at the forefront of the District's efforts for the past seven years, by advocating for all students, implementing curricula and programs which create an inclusive environment, as well as providing opportunities for staff to continue to grow in their understanding and respect for the diversity of students who attend BVSD. In her role, Ms. Duran has spearheaded the use of ADL's A WORLD OF DIFFERENCE® Institute programs to provide materials and training for students, teachers, and staff from pre-K through 12th grade, including the adoption of ADL's Anti-Bias Study Guide for the district's 33 elementary schools. In addition to working with ADL to support equity in the District, Ms. Duran's department has developed anti-bias standards for the classroom, supported in-depth learning for staff through their cohort program, and has promoted safe schools through a number of leading-edge programs focused on anti-bullying, no name-calling and youth empowerment. Ms. Duran also serves as a mentor and resource to colleagues in other districts.

EAGLECREST HIGH SCHOOL PEER TRAINERS Centennial, Colorado

For the past 7 years, *Eaglecrest High School's Peer Training Program* has been committed to engaging students in discussions about prejudice, stereotyping and discrimination, and has given them the skills to become catalysts for change. Eaglecrest's program is one of the oldest programs in the region and it stands out for its long-term commitment, its integration into the school culture and its effectiveness. The students who become Peer Trainers become leaders in their school by conducting workshops for all freshmen students, and by attending and presenting at the state-wide Cherry Creek Diversity Conference. These dedicated students serve as both formal and informal role-models for all students at the school by working to create an atmosphere of respect with "positive peer pressure."

ALZHEIMER'S ASSOCIATION OF COLORADO

In the summer of 2003, the *Alzheimer's Association of Colorado* began a process of in-depth training that focused on how to better reach out and serve the diverse people of Colorado. The staff committed themselves to a challenging learning process that included examining their office culture and their individual beliefs to better understand issues of diversity, equity and privilege. This kind of dedication is at the heart of the A WORLD OF DIFFERENCE® Institute goals and the *Alzheimer's Association of Colorado* is an example of how all Colorado non-profits can take an active role in creating an inclusive environment that provides outreach to everyone in our community.

DURANGO LATINO EDUCATION COALITION

Over the past five years, the grassroots *Durango Latino Education Coalition*, has worked to create opportunities for diversity education in the local school system. Every year, the *Durango Latino Education Coalition* raises funds to sponsor and support the ADL's Peer Training Program for Durango High School. The Coalition also provides a space for students who are not traditional leaders in school, or who have felt marginalized, to find a voice and feel empowered to make change. The Coalition is a wonderful community partner, inspiring us as they continue to fight for equality and empower students in Durango to do the same.



101 WAYS TO MAKE A POSITIVE IMPACT IN YOUR COMMUNITY!

Begin at Home

1. Know your roots and share pride of your heritage with others.
2. Celebrate holidays with extended family. Use such opportunities to encourage storytelling and share personal experiences across generations.
3. Invite friends from backgrounds different from your own to experience the joy of your traditions and customs.
4. Enjoy a meal at an ethnic restaurant and learn about the culture.
5. Be mindful of your language; avoid stereotypical remarks and challenge those made by others.
6. Enjoy a family experience discovering a multicultural exhibition, art workshop or lecture event, all held daily at the Mizel Museum (www.mizelmuseum.org, 303-394-9993).

The Mizel Museum is located at 400 South Kearney Street in Denver, Colorado. The Museum provides cultural exhibitions and programming that pertains to its multi-cultural program *Bridges of Understanding*, lessons of the Holocaust, Immigration and the Jewish culture. School or group tours are recommended and can be scheduled through its Education Department at 303-394-9993 X 3.

7. Be knowledgeable, educate yourself and others on current domestic and international issues. Provide as much accurate information as possible to reject harmful myths and stereotypes.
8. Discuss current events and the impact of prejudicial attitudes and behaviors as a family.
9. Travel to a new part of the United States or a new country.
10. Document your family's history. Ask adult relatives to either write or record their story so you have a permanent history to share with future generations.
11. Read and encourage your children to read books that promote understanding of different cultures and abilities as well as those that are written by authors of diverse backgrounds. Visit our website at www.adl.org/bibliography for a list of recommended multicultural and anti-bias books for children.
12. Speak out against jokes and slurs that target people or groups. Silence sends a message that you are in agreement. It is not enough to refuse to laugh.
13. Visit important landmarks in your area associated with the Japanese Internment in Colorado.
14. Take a conversation course in another language that is spoken in your community.



In Your School

- 15.** Recite the *Resolution of Respect* (pages 16-19) or a similar pledge against prejudice created by your student body, at a school-wide assembly. Display a poster-size version of the pledge in a prominent area of your school and encourage people to sign it.
- 16.** Establish a Diversity Club that serves as an umbrella organization to promote harmony and respect for differences. Reach out to sports teams, drama clubs and language clubs for ideas and involvement. If your school already has a Diversity Club, hold a membership drive.
- 17.** Initiate classroom discussions about forms of bias, discrimination and prejudice, then compose a list of definitions and post it in a prominent place. See *Developing a Common Language* for definitions (pages 14-15).
- 18.** Invite a recognized civil or human rights leader to address an all-school assembly. Videotape the speech and publish an interview with the speaker in the school and local newspapers.
- 19.** Participate in *No Name-Calling Week* January 23-27, 2006, which seeks to focus attention on the problem of name-calling in schools and to provide students and educators with the tools and inspiration to continue an on-going dialogue about ways to eliminate name-calling in their communities. For more information and resources, go to www.nonamecallingweek.org.
- 20.** Integrate multicultural, anti-bias and social justice themes into your school's curricula. ADL's Curriculum Connections offers a collection of original lesson plans and resources free to K-12 educators. Visit our website at www.adl.org/education/curriculum_connections
- 21.** Hold a "Rock Against Racism" concert, dance-a-thon, bike-a-thon, car wash, or battle-of-the-bands and donate the proceeds from ticket sales to underwrite diversity training and programs for the school.
- 22.** Form a student-faculty committee to write "Rules of Respect" for your school and display the finished set of rules in every classroom.
- 23.** Invite your district attorney, police chief, a representative from the attorney general's office, or an ADL staff member to speak to your school about civil rights, hate crimes, and other legal aspects of the fight against prejudice.
- 24.** Learn about history, nature and the environment by taking a field trip to Babi Yar Park (located at Yale and Havana Street in Southeast Denver) or sign up for a group site tour through the Mizel Museum (www.mizelmuseum.org, 303-394-9993).
- 25.** Publish a newsletter specifically devoted to promoting respect for diversity and publicizing multicultural events. Convince your local newspaper or community Internet home page to do the same.
- 26.** Encourage representation of all students on every school board, committee, group, publication, and team.
- 27.** Create a student-run Speakers Bureau where students of different backgrounds speak about their heritage. Identify local community leaders, civil rights veterans, Holocaust survivors, and others to partner with students in this effort.
- 28.** Encourage youth to apply to ADL's Robert B. Sturm Youth Leadership Mission to the U.S. Holocaust Memorial Museum in Washington, DC (applications available October/ November 2006 at 303-830-7177).
- 29.** Create an anti-prejudice slogan for your school that could be printed as a bumper sticker and sold in the wider community to raise funds for diversity efforts within your school.
- 30.** Create a calendar with all the holidays and important civil rights dates represented in your school community. See *Cultural and Religious Observances* on pages 30-33 for ideas. Be sure that important school events (tests, concerts, etc.) do not conflict with religious holidays.
- 31.** Participate in a poster campaign that encourages people to intervene when confronted with instances of prejudice.
- 32.** Create an orientation program that addresses the needs of students of all backgrounds so that they feel welcome when joining the student body.
- 33.** Work with teachers and administrators to teach about prejudice in all its forms. Remember that no one group has a monopoly on prejudice – either as perpetrator or victim.
- 34.** Poll your teachers about their ethnic/cultural backgrounds and their experiences with prejudice. Ask each to write a short paragraph on the subject that can be compiled along with photos in a teacher "mug book."
- 35.** Host a Poetry Slam in which students read aloud original poems/raps that break down stereotypes and promote respect for diversity. Invite participants to present their work to community groups, PTA meetings, Chamber of Commerce events, etc.
- 36.** Research pro-diversity Web sites. Then build a Web page for your school and link it to others on the Internet.



37. Contact ADL about monitoring hate activities on the Internet (303-830-7177).

38. Work with your school librarian to create a display of historical and contemporary anti-Semitic publications, including books, newspapers, magazines, films, music, and videos in order to expose the continued effort to defame Jewish people.

39. Participate in Ally Week, October 2-6, 2006, which is about identifying and supporting allies in your school and asking them to sign an Ally Pledge to intervene in bullying and harassment throughout the school year. For more information and resources, go to www.dayofsilence.org/ally.

40. Turn a school assembly into a game show for students of all grades called "Cultural Pursuit." Teachers could develop questions covering every discipline and hold "culture bees" in their classrooms to determine assembly contestants.

41. Participate in a foreign exchange program.

42. Organize a No-Ethnic Humor Open-Mike Night and a No-Homophobic-Humor Open-Mike Night featuring stand-up comedy by students.

43. Meet with food services at your school to discuss the possibility of featuring ethnic cuisine on a regular basis. Consult with local restaurants and community groups to participate in the program.

44. Learn to understand about other cultures through literature, the arts and other media by participating in traveling exhibitions such as Mizel Museum's *Mythical Mask of Many Cultures* or *The Immigrant Adventure* (www.mizelmuseum.org, 303-394-9993).

45. Construct a multimedia display that examines how today's media perpetuates stereotypes. Consider current films, television sitcoms, music, and advertising campaigns, in addition to newspapers, magazines and books.

46. Research peace negotiations going on around the world regarding ethnic or racial conflict. Then stage a mock summit in which students take on the roles of international leaders and try to resolve these crises.

47. Look for examples of youth who have struggled to overcome oppression throughout history and create an original dramatic performance piece based on their experiences.

48. Establish a school exchange that matches students from different schools to bring youth of differing backgrounds closer together.

49. Bring a local lesbian/gay/ bisexual/ transgender center, theater group or other speaker to school.

50. Recreate the Ellis Island Immigration Station for a school-wide event. Involve teachers from all disciplines to create period costumes and scenery, and to prepare traditional foods. Issue passports to all students attending and lead "new immigrants" through the interview process.

51. Collect samples of popular teen magazines/comic books from around the world. Ask your librarian to set aside a special corner for them in the periodical room.

52. Approach the guidance office about hosting a career workshop led by professionals who can discuss diversity in their respective fields.

53. Invite the Mizel Museum into your school or classroom to build *Bridges of Understanding* through the arts, enhanced cultural artists workshops and fun programs for all. (www.mizelmuseum.org, 303-394-9993).

54. Advocate for the production of school plays that are sensitive to multiculturalism and incorporate a variety of roles and perspectives representing a diverse cast, audience, and story.

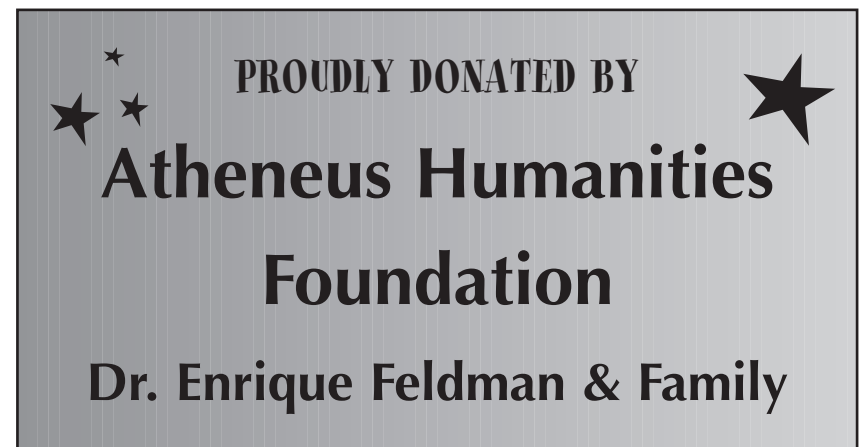
55. Ensure that musical selections of school bands and choruses are culturally and religiously diverse.

56. Speak to each of your teachers about posting a list somewhere in the classroom of famous pioneers/leaders in their field with a special focus on diversity.

57. Collect famous speeches about civil rights. Put them together in a binder or in a video collection and make it available to your whole school community.

58. Survey the colleges in your area about diversity and affinity clubs at their schools. Invite a panel of representatives to speak to the senior class about "Prejudice on the College Campus: What To Look For, What To Do."

Proudly Donated By
The GHP Financial Group



In Your Workplace

- 59.** Make respect for diversity a core value in your organization and articulate it as such in your handbook/employee manual.
- 60.** Encourage your organization to offer brochures, advertisements, services, etc. in two or more languages.
- 61.** Take advantage of diversity consultants and training programs such as the A WORLD OF DIFFERENCE® Institute's A WORKPLACE OF DIFFERENCE® program to assist you with ongoing anti-bias education. For more information, contact the ADL 303-830-7177.
- 62.** Incorporate diversity as a business goal. Secure a high degree of commitment from all employees.
- 63.** If a co-worker makes an insensitive racial, ethnic or religious comment, respond appropriately by respectfully pointing out that he or she made a remark that perpetuates stereotypes.
- 64.** Ask a co-worker that you may not know very well to go to lunch.
- 65.** Create a display area where employees can post notices of events and activities happening in their communities.
- 66.** Invite a speaker from the Mizel Museum to present a lunchtime learning experience at your workplace. (www.mizelmuseum.org, 303-394-9993)
- 67.** Publish and distribute to all staff a list of ethnic and/or religious holidays and the meaning of the customs associated with celebrating them (see pages 30-37).
- 68.** Sponsor a lunchtime "brown-bag" series that features speakers on diversity topics.
- 69.** Educate yourself and co-workers on current workplace and civil rights issues.
- 70.** Provide opportunities for employees to attend local cultural events and exhibits.
- 71.** Participate as a sponsor in community events that support the health and welfare of society.

PROUDLY DONATED BY



WELLS
FARGO

In Your Place of Worship

- 72.** Urge your leaders to use the pulpit to condemn all forms of bigotry.
- 73.** Attend services of other faiths different from your own and/or visit different houses of worship. Get permission where and when needed.
- 74.** Invite clergy representing religions different from your own to participate in services and deliver a presentation about their faith.
- 75.** Collaborate with another faith community to do a service project.
- 76.** Explore texts, teachings and basic themes of a religion different from your own religion.
- 77.** Reach out to diverse religious communities to co-sponsor festivals and holiday observances that highlight and celebrate our common humanity.
- 78.** Be respectful and welcoming to anyone who attends your religious services whether they are members of or visitors to your congregation.
- 79.** Turn one bulletin board into a display space where newspaper/magazine clippings depicting current events related to anti-Semitism and other forms of religious persecution or human rights violations can be posted for all to read.
- 80.** Organize an interfaith retreat for young people to increase understanding of each other's beliefs and build lasting friendships.
- 81.** Start a group at your house of worship to learn more about bigotry and how to combat it. Ally yourself with similar groups, including ADL.

In Your Community

- 82.** Establish a Human Rights Commission and a Community Watch Group in your city/town.
- 83.** Organize a local diversity committee that serves as an umbrella organization for groups which raise awareness about prejudice and provide support for cultural events, holiday programs, or community efforts that promote intergroup harmony.

PROUDLY DONATED BY

Anthem



Our mission is to improve the lives of the people we serve
and the health of our communities.

- 84.** Sixth graders to adults can become a community photographer by entering the 3rd annual Eye Behind the Lens Photographic Competition held at the Mizel Museum in January 2006. Explore, capture and express your interpretation of *Peace and Harmony in Picture* which will exhibit and publish your work! (www.mizelmuseum.org, 303-394-9993)
- 85.** Encourage local and state governments to pass a "Resolution of Respect" like the one on page 16 and 18 of this guide.
- 86.** Attend the ADL Mountain States Regional Office's Governor's Holocaust Remembrance Program, held in Denver each spring (April 30, 2006). Contact ADL for free tickets. (303-830-7177)
- 87.** Distribute **Positive Impact!** booklets in your neighborhood, or to your homeowners association. Contact ADL (303-830-7177) for more copies of **Positive Impact!**
- 88.** Become aware of your city/town's demographics and compare it to others around the state to better understand the diversity in your community.
- 89.** VOTE.
- 90.** Participate in Denver's Martin Luther King Jr. Parade and/or other community marches and celebrations.
- 91.** Suggest to your local newspaper that it devote a corner of the editorial page each month to at least one opinion piece relating to anti-prejudice and pro-diversity themes.
- 92.** Meet with school and community librarians and local bookstores to discuss ways to highlight different types of literature that is representative of all cultural groups.
- 93.** Compile a citizen's directory of the businesses and community organizations that exist to support diverse groups in the community.

- 94.** Research your town/community's involvement in struggles for civil and human rights throughout history (e.g., abolition, the civil rights movement, the women's rights and gay rights movements, etc.) and create an exhibit for the local library/town hall.
- 95.** Discuss alternative accessibility routes such as ramps, stairs, and elevators in your community and invite speakers into your school and community groups to talk about such initiatives.
- 96.** Encourage your homeowners association to consult the Cultural and Religious Observances on pages 30-33 before scheduling meetings that might conflict with religious or cultural holidays and to be inclusive of holiday celebrations and decorations.
- 97.** Collect traditional family recipes from local residents for a community cookbook. Solicit ads to support the cost of reproducing and distributing the book as part of a welcome wagon program for new residents.
- 98.** Contact your local elected officials, such as council members, state legislators, U.S. representatives, through letter writing or phone call campaigns to support and promote anti-prejudice and pro-diversity themes in public policies.
- 99.** When anti-Semitic or racist graffiti appears, organize a community clean-up effort promptly. Showing your support to rid the community of hateful vandalism is deeply appreciated by the targeted groups.
- 100.** Ask the mayor to choose a book for "1 Book – 1 Denver" that discusses bias, hate or a person's/city's struggle to overcome prejudice and discrimination, which can then be used to sponsor different contests, round-table discussions and guest speakers for community-wide events.

101. Brainstorm 100 more ways to make a **Positive Impact! in your community!**



LISTA DE DEFINICIONES

ABLEISM* es cualquier forma de comportamiento discriminatorio, ya sea personal o institucional, contra personas con una discapacidad mental o física"

AGEISM* Prejuicio y/o discriminación contra las personas a causa de su edad.

ANTI-SESGO Es un compromiso activo de enfrentar el prejuicio, los estereotipos y todas las formas de discriminación.

ANTISEMITISMO Prejuicio y/o discriminación contra los Judíos. El antisemitismo puede apoyarse en el odio hacia los judíos motivado por sus credos religiosos, sus características étnicas, y algunas veces por la creencia errónea que los judíos constituyen una "raza."

SESGO Es una inclinación o preferencia a favor o en contra de un individuo o grupo que interfiere el criterio imparcial.

INTOLERANCIA Es un apego irracional a estereotipos y prejuicios negativos.

CLASISMO Es un prejuicio y/o discriminación contra las personas a causa de su posición económica real o percibida.

CULTURA Son los modelos de vida cotidiana aprendidos consciente e inconscientemente por un grupo de personas. Estos modelos pueden verse en el lenguaje, artes, costumbres, fechas conmemorativas, alimentación, religión, ropas, para dar algunos ejemplos.

DISCRIMINACIÓN Es la negación de la justicia y tratamiento equitativo por los individuos e instituciones en muchas áreas, incluidos el empleo, educación, vivienda, operaciones bancarias y derechos políticos. La discriminación es una acción que puede ir a continuación del pensamiento sesgado por el prejuicio.

DIVERSIDAD Significa diferente o variado. La población de los Estados Unidos está compuesta de personas de diversas razas, culturas y procedentes de diversos lugares.

HETEROSEXISMO Prejuicio y/o discriminación contra las personas que son o se perciben como lesbianas, homosexuales o bisexuales. Homofobia es el temor irracional de las personas lesbianas, homosexuales o bisexuales.

HOMOPHOBIA es un temor irracional hacia personas que son o se creen ser lesbianas, homosexuales, bisexuales o personas con identidades sexuales intercambiantes entre ambos sexos.

PREJUICIO Es prejuzgar o tomar una decisión respecto a una persona o grupo de personas sin tener el conocimiento suficiente. Frecuentemente el pensamiento sesgado por el prejuicio se basa en estereotipos.

RACISMO Prejuicio y/o discriminación que se apoya en la construcción social de "raza." Las diferencias en las características biológicas (por ejemplo, color de piel, textura del cabello, forma de los ojos) se utilizan como respaldo de un sistema de inequidades.

CHIVO EXPIATORIO Es culpar a un individuo o a un grupo de algo que se basa en la identidad de esa persona o grupo cuando en realidad, ni la persona ni el grupo es responsable. El pensamiento prejuicioso y los actos discriminatorios pueden llevar a este tipo de conductas.

SEXISMO Prejuicio y/o discriminación basados en el género.

ESTEREOTIPO Es una generalización exageradamente simplificada acerca de una persona o grupo sin atender a las diferencias individuales. Hasta los estereotipos aparentemente positivos que vinculan una persona o grupo a una tendencia positiva pueden tener consecuencias negativas.

* Sin equivalente en español

DEVELOPING A COMMON LANGUAGE

ABLEISM is a form of discriminatory behavior, either personal or institutional, against persons with mental or physical disabilities.

AGEISM is prejudice and/or discrimination, either personal or institutional, against people because of their real or perceived age.

ANTI-BIAS is a term used to describe active commitment to challenging prejudice, stereotyping and all forms of discrimination.

ANTI-SEMITISM is prejudice and/or discrimination, either personal or institutional, against Jews. Anti-Semitism can be based on hatred against Jews because of their religious beliefs, their group membership (ethnicity) and sometimes on the erroneous belief that Jews are a "race."

BIAS is an inclination or preference either for or against an individual or group that interferes with impartial judgment.

BIGOTRY is an unreasonable or irrational attachment to negative stereotypes and prejudices.

CLASSISM is prejudice and/or discrimination, either personal or institutional, against people because of their real or perceived economic class.

CULTURE is the patterns of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals, and clothing, to name a few examples.

DISCRIMINATION is the denial of justice and fair treatment by both individuals and institutions in many arenas, including employment, education, housing and political rights. Discrimination is an action that can follow prejudiced thinking.

DIVERSITY means different or varied. The population of the United States is made up of people from diverse races, cultures and places.

HETEROSEXISM is prejudice and/or discrimination, either personal or institutional, against people who are or who are perceived to be gay, lesbian, bisexual or transgender.

HOMOPHOBIA is the irrational fear of people who are believed to be lesbian, gay, bisexual, or transgender.

PREJUDICE is pre-judging, making a decision about a person or group of people without sufficient knowledge. Prejudicial thinking is based on stereotypes. Prejudice is a feeling or attitude.

RACISM is prejudice and/or discrimination, either personal or institutional, based on the social construction of "race." Differences in physical characteristics (e.g., skin color, hair texture, eye shape) are used to support a system of inequities.

SCAPEGOATING is the action of blaming an individual or group for something when, in reality, there is no one person or group responsible for the problem. It means blaming another person or group for problems in society because of that person's group identity. Prejudicial thinking and discriminatory acts can lead to scapegoating. Members of the disliked group are denied employment, housing, political rights, social privileges, or a combination of these. Scapegoating can lead to verbal and physical violence, including death.

SEXISM is prejudice and/or discrimination, either personal or institutional, based on gender.

STEREOTYPE is an oversimplified generalization about a person or an entire group of people without regard for individual differences. Even seemingly positive stereotypes that link a person or group to a specific positive trait can have negative consequences.



Resolución de Respeto

Yo comprometo desde hoy en adelante, hacer todo lo posible para combatir el prejuicio y detener a aquellos que por razones de odio o ignorancia, le hagan daño o niegen los derechos civiles a alguien. Yo trataré en todo momento estar consciente de mis propios prejuicios. Además, trataré de entender aquellas personas a la cuales yo percibo son diferentes a mí. Yo trataré de enfrentar todo tipo de prejuicio y discriminación. Yo trataré de alcanzar y respaldar a aquellas personas que son víctimas del odio. Yo consideraré maneras específicas en que mi comunidad pueda promover el respeto mutual y crear una zona libre de prejuicio. Yo creo firmamente que una persona puede hacer la diferencia y que nadie debe ser un testigo espectador cuando se trata de oponerse al odio. Yo reconozco que el respetar la dignidad individual, alcanzar igualdad y promover la armonía entre los diferentes grupos es la responsabilidad de todos. Al firmar esta promesa, yo me comprometo a tener un impacto positivo en mi comunidad.



Mi Firma

Firma del Testigo

Fecha





Resolution of Respect

I pledge from this day forward to do my best to combat prejudice and to stop those who, because of hate or ignorance, would hurt people or violate their civil rights. I will try at all times to be aware of my own biases and seek to gain understanding of those I perceive as being different from myself. I will speak out against all forms of prejudice and discrimination. I will reach out to support those who are targets of hate. I will think about specific ways my community members can promote respect for people and create a prejudice-free zone. I firmly believe that one person can make a difference and that no person can be an "innocent" bystander when it comes to opposing hate. I recognize that respecting individual dignity, achieving equality and promoting intergroup harmony are the responsibilities of all people. By signing this pledge, I commit myself to making a **Positive Impact!** in my community.



My Signature

Witness Signature

Date



HATE CRIME INFORMATION

General Definition of a Hate Crime

A hate crime is a criminal act against a person or property in which the perpetrator chooses the victim because of the victim's real or perceived race, religion, national origin, ethnicity, sexual orientation, disability or gender.

Colorado Definition of a Hate Crime

Colorado's law on hate crimes is called the Bias-Motivated Crimes Law (Colorado Revised Statutes 18-9-121). It covers crimes against people and property committed because of race, color, religion, ancestry, national origin, physical or mental disability, or sexual orientation.

Wyoming has no separate law regarding hate crimes, therefore crimes motivated by hate are not recognized for their uniqueness and are treated the same as crimes with no hate motivation.

Definition of a Hate Incident

Hate-motivated incidents are defined as non-criminal actions against a person or property because of the victim's race, religion, disability, gender, ethnicity or sexual orientation. They may include the distribution of racist leaflets, using ethnic slurs, or non-threatening name-calling. Hate incidents do not break criminal laws, although they may be upsetting to individuals and disruptive to a community.

PROUDLY DONATED BY



Diversity at Ball Corporation means valuing the perspectives and approaches to work that each individual brings.

We promote an inclusive environment where the desire to learn from differences and the value of different perspectives is shared and encouraged.

Our goal is to recruit and retain a wide range of high-quality diverse candidates, to enrich our work environment with new dimensions of thought and experience.

Responding to Hate Incidents/Crimes in School

Plan Ahead

1. Work with your school administration to establish a plan for responding promptly to hate incidents and hate crimes.
2. Educate school staff on how to recognize hate-motivated incidents and hate crimes.
3. Establish procedures for reporting hate-motivated incidents/crimes.
4. Establish school policies which clearly indicate that hate-motivated behavior will not be tolerated.

Response Strategies

1. Respond promptly to incidents.
2. Conduct a complete investigation of the incident, including the questioning of victim(s), witness(es) and perpetrator(s). Report hate-motivated crimes to law enforcement.
3. If there is physical damage - defacing, spray-painting, etc. - take photographs. As soon as law enforcement personnel have viewed the damage and photographs have been taken, have the damage repaired. If hate literature has been distributed, collect the literature for evidence.
4. Train school counselors to assist victims of hate-motivated crimes and/or provide referral sources to community agencies. Reassure the victim and his or her family that the incident will be treated seriously.
5. Determine proper disciplinary action according to school protocols.
6. If your district has a reporting policy, submit a hate-motivated crime/incident report to the appropriate district offices.
7. Determine whether or not additional follow-up activities are necessary (e.g., staff and student awareness activities, responses to the media, etc.).

Named: 1st Place "Best Companies For Working Families"

(Colorado Parent 2004 & 2005)

and

"Best Place to Work in Denver" (*Denver Business Journal* - 2003)



The Medical Center of Aurora
North Suburban Medical Center
Presbyterian/St. Luke's Medical Center
Rose Medical Center
Sky Ridge Medical Center
Spalding Rehabilitation Hospital
Swedish Medical Center

LEADING HOSPITALS. TRUSTED CARE.

LA PERSPECTIVA DE LOS ESTEREOTIPOS

1. El estereotipar es una parte común del pensar y representa una forma corta en la que procesamos información acerca de otros individuos (ejemplo: las mujeres son malos chóferes, los atletas son ignorantes, etc.).
2. Cuando conocemos a alguien, nosotros tendemos a solo observar ciertas características e ignorar otras. Esas características en las cuales nosotros enfocamos son las características más sobresalientes
3. Nosotros generalizamos acerca de otras personas en base a esas características sobresalientes.
4. Algunas generalizaciones son correctas; otras son falsas.
5. El estereotipar puede llevarnos a hacer generalizaciones incorrectas acerca de otros individuos. Esto ocurre en el momento en que pensamos que el grupo al que estos individuos pertenecen es homogéneo con respecto a una gran variedad de características. Este tipo de mentalidad ignora las diferencias individuales de los miembros de dicho grupo.
6. Los estereotipos son resistentes. Aún cuando conocemos personas que no calzan cierto estereotipo, no cambiamos de opinión. Ignoramos, no percibimos o se nos olvida el ejemplo de la persona que contradijo el estereotipo. Algunas veces justificamos la contradicción como una “excepción” dejando el estereotipo intacto en nuestra mente (la persona negra que el “elocuente”, la mujer “competente no sentimental”, el hombre “sensible”, etc.
7. Los estereotipos no son solo un proceso personal sino que también es un fenómeno social.
8. Grupos raciales, religiosos, étnico, de orientación sexual, género, capacidad física y mental y otros son sobresalientes en la sociedad de los Estados Unidos. Las generalizaciones de dichos grupos son por lo general falsas. Grupos de personas que son similares en cuanto a raza, religión, grupo étnico, habilidad, género y orientación sexual son muy diversos en otras áreas como para poner a todos los miembros de dicho grupo en la misma categoría
9. El estereotipar, lo cual nos puede llevar a discriminar, es un proceso de tres pasos:
 - a. Se crean categorías basadas en las características más sobresalientes;
 - b. Se hacen falsas generalizaciones con respecto a un grupo (se crean estereotipos);y
 - c. Se da un diferente trato a las personas de dichos grupos en base a creencias falsas. (se discrimina)

Proudly Donated By

EKS&H Ehrhardt Keefe Steiner & Hottman PC

PERSPECTIVE ON STEREOTYPING

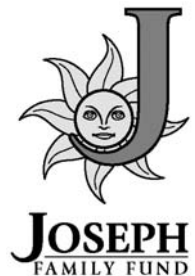
1. Stereotyping is a common part of our thinking. It represents a shorthand way we process information about individuals (e.g., women drivers, dumb jocks, etc.).
2. When we meet people, we tend to focus only on certain attributes and ignore others. Those characteristics we focus on are “salient attributes.”
3. We make generalizations about people on the basis of salient attributes.
4. Some generalizations are quite accurate; others are false.
5. Stereotyping leads to making false generalizations about individuals when we believe that the group to which they belong is a homogeneous group without regard to a wide range of traits. This kind of thinking ignores individual differences in group members.
6. Stereotypes are resilient. Even if we meet people who do not fit the stereotype, we do not change our opinion. We ignore, misperceive or forget counterexamples. Sometimes we make an “exception” of a person who does not fit our preconceived notion, leaving the stereotype in our head intact (e.g. the “articulate” black person, the “competent, unemotional” woman, the “sensitive” man, etc.).
7. Stereotyping is not only a personal process; it is also a social phenomenon.
8. Racial, religious, ethnic, gender, sexual orientation, physical and mental ability, and other groups are made salient in United States society. Generalizations about these groups are generally false. Groups of people who are similar in regard to race, religion, ethnicity, gender, ability, or sexual orientation are far too diverse in other ways to make accurate generalizations about all or most members of that group.
9. Stereotyping that leads to discrimination is a three-step process:
 - a. Creating higher saliency categories;
 - b. Making false generalizations about the group (creating stereotypes); and
 - c. Treating people differently based on false assumptions and attitudes (discriminating).

PROUDLY DONATED BY

Joseph Family Fund

Judy Joseph & Michael Smith

Doug Striker & Michelle Stevenson



¿CÓMO CREAR UNA SOCIEDAD JUSTA?

Instrucciones iniciales:

Use estas preguntas para estimular su imaginación para crear ideas de para una acción social

Preguntas:

Describa detalladamente lo una “sociedad justa” significa para usted.

Defina lo que una “sociedad injusta” es. ¿Explique cómo sería diferente? ¿Qué estaría sucediendo (en las comunidades, instituciones, etc.)?

¿Qué tan cerca está nuestra sociedad actualmente de estos dos extremos? ¿Qué cosas deben cambiar en nuestra sociedad para hacerla más justa? ¿Qué cosas existen que previenen que sea una sociedad justa para todos

¿Qué cosas hace la gente como individuos o como grupos para promover una “sociedad justa?”

¿Cuáles son las cosas que usted está dispuesto a hacer, personalmente para crear una “sociedad justa”?

Escriba una declaración personal como su misión que explique como usted se compromete a trabajar para obtener justicia social.

PROUDLY DONATED BY



OAKWOOD HOMES

MoreHouseLessMoney.com

HOW CAN I CREATE A JUST SOCIETY?

Opening Directions:

Use these questions to stimulate your imagination and to create ideas for social action.

Questions:

Describe in detail what a “just society” would look like to you.

Define what an “unjust society” would look like. How would it be different? What would be happening (in communities, institutions, etc.)?

How close is our current society to either of these extremes? What needs to change to make our current society more just? What exists that prevents it from being a “just society” for all people?

What are some things that people do, as individuals and as groups, to promote a “just society?”

What are some things you are willing to do, personally, to create a “just society?”

Write a personal mission statement that articulates your commitment to work toward social justice.

PROUDLY DONATED BY

Sam, Carol, Leah & Jacob

The Jonas family supports the mission and contribution to our community of ***Positive Impact!***

GUÍA PARA LUCHAR CONTRA EL RACISMO Y OTRAS FORMAS DE OPRESIÓN.

- 1. ¡LUCHE CONTRA TODA ACTITUD Y COMPORTAMIENTO DISCRIMINATIVO!** El ignorar un asunto no lo hace desaparecer y mantener silencio puede mandar un mensaje de que usted está de acuerdo con dichos comportamientos y actitudes. Haga claro el hecho de que usted no tolerará chistes ni vocabulario racista, étnico, religioso, sexual ni ninguna acción que degrade a cualquier persona ni grupo de personas. Su intervención puede que no ocurra en el preciso momento en que esa acción tomó lugar si intervenir va a comprometer su seguridad o la seguridad de otras personas alrededor. De ser así asegúrese de confrontar la acción lo más pronto posible.
- 2. ESPERE Tensión O CONFLICTO Y APRENDA A MANEJARLO.** Asuntos sensibles y profundamente arraigados generalmente no cambian sin un gran esfuerzo o lucha, y en muchas situaciones el conflicto es inevitable. Enfrente su temor e incomodidad y recuerde que la tensión y el conflicto pueden ser fuerzas positivas para fomentar el crecimiento.
- 3. ESTE ALERTA DE SUS PROPIAS ACTITUDES, ESTEREOTIPOS Y EXPECTATIVAS.** Esté abierto a descubrir la influencia y limitaciones que dichas actitudes, estereotipos y expectativas tienen en su perspectiva. Todos nosotros hemos sido socializados para creer en muchos mitos y conceptos errados y nadie permanece sin ser influenciado por los mensajes de discriminación en nuestra sociedad. Sea honesto con sí mismo en cuanto a sus propios prejuicios y tendencias. Si usted no sabe algo o no sabe cómo manejar una situación, dígalos y busque la información y la ayuda necesaria. Trate de no ponerse a la defensiva cuando alguien le señala a usted sus propios comportamientos y actitudes de discriminación.
- 4. ESCUCHE Y APRENDA DE LA EXPERIENCIAS DE OTROS EN FORMA ACTIVA.** No minimice, haga trivial o niegue las inquietudes o preocupaciones de otros. Haga un esfuerzo por ver las situaciones a través de los ojos de la otra persona.
- 5. USE UN LENGUAJE Y COMPORTAMIENTO LIBRE DE DISCRIMINACIÓN, PREJUICIO Y QUE SEA INCLUSIVO** de todos, no importa su raza, grupo étnico, grupo sexual, grupo de orientación sexual, discapacidad, edad o religión.
- 6. PROVEA INFORMACIÓN CORRECTA Y VERAZ** para retar los estereotipos y prejuicios. Tome la responsabilidad de educarse a sí mismo acerca de su propia cultura y la de otros. No espere que otras personas de otros orígenes y culturas sean los que siempre lo eduquen a usted con respecto a su cultura e historia o que le expliquen el racismo o el sexismo. La gente tiende más a compartir cuando usted juega un papel más activo y el aprendizaje es mutuo.

- 7. RECONOZCA LA DIVERSIDAD Y EVITE LA MENTALIDAD QUE ESTEREOTIPA.** No ignore ni pretenda no ver la riqueza en las diferencias humanas. Reconocer las diferencias obvias no es un problema, pero darle un valor negativo a dichas diferencias sí lo es! Los estereotipos de estas diferencias siempre hacen daño porque generalizan, limitan y les niegan a las personas la humanidad plena.
- 8. RECONOZCA QUÉ ES LO QUE A USTED LO FRENA PARA INTERVENIR** en este tipo de situaciones. Hágale frente al temor que usted tiene de interrumpir la discriminación. Establezca sus propias prioridades y tome acción. Desarrolle su propia habilidad a responder.
- 9. PROYECTE UN SENTIMIENTO DE ENTENDIMIENTO, AMOR Y APOYO** cuando confronte a alguien. Sin predicar, exprese sus sentimientos y enfrente firmemente el comportamiento o actitud dañina sin quitarle la dignidad a la persona a la que usted confronta. No juzgue pero sepa cuál es el límite. Los asuntos de dignidad humana, justicia y seguridad no son negociables.
- 10. ESTABLEZCA ESTÁNDARES DE RESPONSABILIDAD Y COMPROMETIMIENTO** y sujétese a usted mismo y a otros a tomar responsabilidad por sus propios actos y a rendir cuentas. Demuestre el compromiso personal y el de su organización en sus prácticas, políticas y procedimientos en lo formal e informal. Mantenga altas expectativas para todos.
- 11. SEA UN EJEMPLO.** No solo proyecte sino que practique antirracismo y valores multiculturales en todos los aspectos de su vida; no lo limite solo a eventos especiales, talleres y comités.
- 12. TRABAJE EN EQUIPO, ORGANICE Y APOYE ESFUERZOS** que luchen contra el prejuicio y la opresión de cualquier tipo. El cambio social es una lucha constante y larga y es fácil desanimarse. Juntos tenemos la fuerza y la visión para hacer la diferencia.

Reprinted with permission from Patti DeRosa, Cross-Cultural Consultation, 28 S. Main Street #113, Randolph, MA 02368, ©1994

PROUDLY DONATED BY



GUIDELINES FOR CHALLENGING RACISM AND OTHER FORMS OF OPPRESSION

- 1.** CHALLENGE DISCRIMINATORY ATTITUDES AND BEHAVIOR! Ignoring the issues will not make them go away, and silence can send the message that you are in agreement with such attitudes and behaviors. Make it clear that you will not tolerate racial, ethnic, religious or sexual jokes or slurs, or any actions that demean any person or group. Your intervention may not always take place at the exact time or place of the incident if to do so would jeopardize your own or others' safety, but it must be addressed promptly.
- 2.** EXPECT TENSION OR CONFLICT AND LEARN TO MANAGE IT. Sensitive and deep-seated issues are unlikely to change without some struggle and in many situations, conflict is unavoidable. Face your fears and discomforts and remember that tension and conflict can be positive forces that foster growth.
- 3.** BE AWARE OF YOUR OWN ATTITUDES, STEREOTYPES, AND EXPECTATIONS. Be open to discovering the limitations they place on your perspectives. We have all been socialized to believe many myths and misconceptions, and none of us remain untouched by the discriminatory messages in our society. Be honest with yourself about your own prejudices and biases. If you do not know something, or are not sure how to handle a situation, say so, and seek the information or help that you need. Practice not getting defensive when discriminatory attitudes or behaviors are pointed out to you.
- 4.** ACTIVELY LISTEN TO AND LEARN FROM OTHERS' EXPERIENCES. Don't minimize, trivialize, or deny people's concerns, and make an effort to see situations through their eyes.
- 5.** USE LANGUAGE AND BEHAVIOR THAT IS NONBIASED AND INCLUSIVE of all people regardless of race, ethnicity, sex, disability, sexual orientation, age, or religion.
- 6.** PROVIDE ACCURATE INFORMATION to challenge stereotypes and biases. Take responsibility for educating yourself about your own and others' cultures. Do not expect people from different backgrounds always to educate you about their culture and history, or to explain racism or sexism to you. People are more willing to share when you take an active role and the learning is mutual.
- 7.** ACKNOWLEDGE DIVERSITY AND AVOID STEREOTYPICAL THINKING. Don't ignore or pretend not to see our rich human differences. Acknowledging obvious differences is not the problem, but placing negative value judgments on those differences is! Stereotypes about those differences are always hurtful because they generalize, limit and deny people's full humanity.

8. BE AWARE OF YOUR OWN HESITANCIES TO INTERVENE in these kinds of situations. Confront your own fears about interrupting discrimination, set your priorities, and take action. Develop "response-ability!"

9. PROJECT A FEELING OF UNDERSTANDING, LOVE AND SUPPORT when confronting individuals. Without preaching, state how you feel and firmly address the hurtful behavior or attitude while supporting the dignity of that person. Be nonjudgmental but know the bottom line. Issues of human dignity, justice, and safety are nonnegotiable.

10. ESTABLISH STANDARDS OF RESPONSIBILITY AND BEHAVIOR and hold yourself and others accountable. Demonstrate your personal and organizational commitment in practices, policies, and procedures, both formal and informal. Maintain high expectations for all people.

11. BE A ROLE MODEL. Reflect and practice anti-racist, multicultural values in all aspects of your life. Don't compartmentalize it to special events, workshops, or committees.

12. WORK COLLECTIVELY WITH OTHERS, ORGANIZE AND SUPPORT EFFORTS that combat prejudice and oppression in all its forms. Social change is a long-term struggle and it's easy to get discouraged, but together we have the strength and vision to make a difference.

*Reprinted with permission from Patti DeRosa, Cross-Cultural Consultation,
28 S. Main Street #113, Randolph, MA 02368, ©1994*



Supporting Community. Advancing Equality.

The Gay & Lesbian Fund for Colorado is proud to support the Anti-Defamation League and other community organizations that work to improve the lives of all people, regardless of sexual orientation.

2006 CULTURAL AND RELIGIOUS OBSERVANCES

2006	DATE	DAY
New Year's Day	January 1	Sunday
Feast of the Epiphany (Christian)	January 6	Friday
Idul-Adha (Islamic)	January 10	Tuesday
Dr. Martin Luther King Jr.'s Birthday	January 16	Monday
Hsin Nien/ Chinese New Year	January 29	Sunday
Tet/ Vietnamese New Year	January 29	Sunday
Muharram (Islamic New Year)	January 31	Tuesday
Black History Month	February	Full Month
Race Relations Sunday	February 12	Sunday
Tu B'Shvat (Jewish)	February 13	Monday
Susan B. Anthony's Birthday	February 15	Wednesday
Nirvana Day (Mahayana Buddhism)	February 15	Wednesday
Brotherhood/Sisterhood Week	February 19-25	Sunday-Saturday
Presidents' Birthday	February 20	Monday
Women's History Month	March	Full Month
Ash Wednesday (Christian)	March 1	Wednesday
First Day of Lent (Eastern Orthodox)	March 6	Monday
Purim (Jewish)	March 14	Tuesday
St. Patrick's Day	March 17	Friday
Vernal Equinox (First Day of Spring)	March 20	Monday
New Year's Day (Baha'i and Iranian)	March 21	Tuesday
Ratha-Yatra (Hindu New Year)	March 30	Thursday
Ramanavami (Hindu)	April 6	Thursday
Palm Sunday (Christian)	April 9	Sunday
Maulud-un-Nabi (Islamic)	April 11	Tuesday
Baisakhi (Sikh)	April 13	Thursday
First Day of Passover (Jewish)	April 13	Thursday
Holy Thursday (Christian)	April 13	Thursday
Good Friday (Christian)	April 14	Friday
Second Day of Passover (Jewish)	April 14	Friday
Easter Sunday (Christian)	April 16	Sunday
Buddha Day (Hanamatsuri)(Manayana Buhhism)	April 17	Monday
Seventh Day of Passover (Jewish)	April 19	Wednesday
Eighth Day of Passover (Jewish)	April 20	Thursday
Festival of Ridvan (Baha'i)	April 21	Friday
Easter Sunday (Eastern Orthodox)	April 23	Sunday
Armenian Martyrs' Day	April 24	Monday
Yom Hashoah (Jewish)	April 25	Tuesday
Yom HaZikaron/ Memorial Day (Jewish)	May 2	Tuesday
Yom Haatzma'ut/ Independence Day (Jewish)	May 3	Wednesday
Cinco de Mayo	May 5	Friday
Mother's Day	May 14	Sunday
Lag B'Omer (Jewish)	May 16	Tuesday
The Declaration of the Bab (Baha'i)	May 23	Tuesday
Ascension Day (Christian)	May 25	Thursday
Yom Yerushalayim (Jewish)	May 26	Friday
Memorial Day	May 29	Monday
Ascension of the Baha'u'llah (Baha'i)	May 29	Monday
Gay Pride Week	No Fixed Dates	TBD
Ascension Day (Eastern Orthodox)	June 1	Thursday
First Day of Shavuot (Jewish)	June 2	Friday
Second Day of Shavuot (Jewish)	June 3	Saturday
Pentecost (Christian)	June 4	Sunday

Pentecost (Eastern Orthodox)	June 11	Sunday
Anne Frank Day	June 12	Monday
Flag Day	June 14	Wednesday
Father's Day	June 18	Sunday
Summer Solstice (First Day of Summer)	June 21	Wednesday
Independence Day	July 4	Tuesday
Martyrdom of the Bab (Baha'i)	July 9	Sunday
Bon (Mahayana Buddhism)	July 13	Thursday
ADA (Americans with Disabilities Act) Day	July 26	Wednesday
Tisha B'Av (Jewish)	August 3	Thursday
Feast of the Assumption (Christian)	August 15	Tuesday
Labor Day	September 4	Monday
National Hispanic Heritage Month	September 15 - October 15	Full Month
Mexican Independence Day	September 16	Saturday
Citizenship Day/Constitution Day	September 17	Sunday
Autumnal Equinox (First Day of Autumn)	September 22	Friday
Native American Day	September 22	Friday
First Day of Rosh Hashanah (Jewish)	September 23	Saturday
Second Day of Rosh Hashanah (Jewish)	September 24	Sunday
Ramadan (Islamic)	September 24	Sunday
Teacher's Day (Confuciansim)	September 28	Thursday
Dussehra (Hindu)	October 2	Monday
Yom Kippur (Jewish)	October 2	Monday
First Day of Sukkot (Jewish)	October 7	Saturday
Second Day of Sukkot (Jewish)	October 8	Sunday
Columbus Day (Observed)	October 9	Monday
Shemini Atzeret (Jewish)	October 14	Saturday
Simchat Torah (Jewish)	October 15	Sunday
Kanname Festival (Shinto)	October 17	Tuesday
Birth of the Bab (Baha'i)	October 20	Friday
Deepavali (Hindu)	October 21	Saturday
United Nations Day	October 24	Tuesday
Idul Fitr (Islamic)	October 24	Tuesday
Reformation Day	October 31	Tuesday
Hallowe'en	October 31	Tuesday
All Saints' Day	November 1	Wednesday
Election Day	November 7	Tuesday
Kristallnacht	November 9-10	Thursday-Friday
Veterans Day	November 11	Saturday
Baha'u'llah Birthday (Baha'i)	November 12	Sunday
American Education Week	November 12-18	Sunday-Saturday
Niiname Festival (Shinto)	November 23	Thursday
Thanksgiving Day	November 23	Thursday
Religious Liberty Day	November 25	Saturday
First Sunday in Advent (Christian)	December 3	Sunday
Feast of the Immaculate Conception (Christian)	December 8	Friday
Bodhi Day (Buddhist)	December 8	Friday
Human Rights Day	December 10	Sunday
Day of Our Lady of Guadalupe (Christian)	December 12	Tuesday
Bill of Rights Day	December 15	Friday
Chanukah (Jewish)	December 16-23	Saturday-Saturday
Winter Solstice (First Day of Winter)	December 21	Thursday
Christmas (Christian)	December 25	Monday
Kwanzaa	December 26 - January 1	Tuesday-Monday
Wounded Knee Day	December 29	Friday

Proudly Donated By
Allied Jewish Federation of Colorado

2007 CULTURAL AND RELIGIOUS OBSERVANCES

2007

	DATE	DAY
New Year's Day	January 1	Monday
Feast of the Epiphany (Christian)	January 6	Saturday
Idul-Adha (Islamic)	January 10	Wednesday
Dr. Martin Luther King Jr.'s Birthday	January 15	Monday
Hsin-Nien / Chinese New Year	January 18	Thursday
Tet/ Vietnamese New Year	January 18	Thursday
Muharram (Islamic New Year)	January 20	Saturday
Black History Month	February	Full Month
Tu B'Shvat (Jewish)	February 3	Saturday
Race Relations Sunday	February 11	Sunday
Nirvana Day (Mahayana Buddhist)	February 15	Thursday
Susan B. Anthony's Birthday	February 15	Thursday
Brotherhood/Sisterhood Week	February 18-24	Sunday-Saturday
Presidents' Day	February 19	Monday
First Day of Lent (Eastern Orthodox)	February 19	Monday
Ash Wednesday (Christian)	February 21	Wednesday
Women's History Month	March	Full Month
Purim (Jewish)	March 4	Sunday
Saint Patrick's Day	March 17	Saturday
Vernal Equinox (First Day of Spring)	March 20	Tuesday
New Year's Day (Baha'i and Iranian)	March 21	Wednesday
Ramanavami (Hindu)	March 27	Tuesday
Palm Sunday (Christian)	April 1	Sunday
First Day of Passover (Jewish)	April 3	Tuesday
Second Day of Passover (Jewish)	April 4	Wednesday
Holy Thursday (Christian)	April 5	Thursday
Good Friday (Christian)	April 6	Friday
Easter Sunday (Christian)	April 8	Sunday
Easter Sunday (Eastern Orthodox)	April 8	Sunday
Seventh Day of Passover (Jewish)	April 9	Monday
Eighth Day of Passover (Jewish)	April 10	Tuesday
Baisakhi (Sikh)	April 13	Friday
Yom Hashoah (Jewish)	April 15	Sunday
Festival of Ridvan (Baha'i)	April 21	Saturday
Yom HaZikaron/ Memorial Day (Jewish)	April 23	Monday
Yom Haatma'ut/ Independence Day (Jewish)	April 24	Tuesday
Armenian Martyr's Day	April 24	Tuesday
Buddha Day (Hanamatsuri)(Manayana Buddhist)	May 2	Wednesday
Cinco de Mayo	May 5	Saturday
Lag B'Omer (Jewish)	May 6	Sunday
Mother's Day	May 13	Sunday
Yom Yerushalayim (Jewish)	May 16	Wednesday
Ascension Day (Christian)	May 17	Thursday
The Declaration of the Bab (Baha'i)	May 22	Tuesday
First Day of Shavuot (Jewish)	May 23	Wednesday
Second Day of Shavuot (Jewish)	May 24	Thursday
Ascension Day (Eastern Orthodox)	May 27	Sunday
Memorial Day	May 28	Monday
Maulud-Un-Nabi (Islamic)	May 31	Thursday

Gay Pride Week	June (no fixed dates)	TBD
Pentecost (Christian)	June 4	Monday
Anne Frank Day	June 12	Tuesday
Flag Day	June 14	Thursday
Father's Day	June 17	Sunday
Summer Solstice (First Day of Summer)	June 21	Thursday
Pentecost (Eastern Orthodox)	June 27	Wednesday
Independence Day	July 4	Wednesday
Martyrdom of the Bab (Baha'i)	July 9	Monday
Bon (Mahayana Buddhist)	July 15	Sunday
Tisha B'Av (Jewish)	July 24	Tuesday
ADA (Americans with Disabilities Act) Day	July 26	Thursday
Tisha B'Av	August 24	Tuesday
Feast of Assumption (Christian)	August 15	Wednesday
Labor Day	September 3	Monday
First Day of Rosh Hashanah (Jewish)	September 12	Wednesday
Second Day of Rosh Hashanah (Jewish)	September 13	Thursday
Ramadan (Islamic)	September 13	Thursday
National Hispanic Heritage Month	September 15-October 15	Full Month
Mexican Independence Day	September 16	Sunday
Citizenship Day/Constitution Day	September 17	Monday
Yom Kippur (Jewish)	September 22	Saturday
Dussehra (Hindu)	September 22	Saturday
Autumnal Equinox (First Day of Autumn)	September 23	Sunday
First Day of Sukkot (Jewish)	September 27	Thursday
Second Day of Sukkot (Jewish)	September 28	Friday
Native American Day	September 28	Friday
Teacher's Day (Confucianism)	September 29	Saturday
Shemeni Atzeret (Jewish)	October 4	Thursday
Simchat Torah (Jewish)	October 5	Friday
Columbus Day (Observed)	October 8	Monday
Deepavali (Hindu)	October 9	Tuesday
Idul Fitr (Islamic)	October 13	Saturday
Kanname Festival (Shinto)	October 17	Wednesday
Birth of the Bab (Baha'i)	October 20	Saturday
United Nations Day	October 24	Wednesday
Hallowe'en	October 31	Wednesday
All Saints' Day	November 1	Thursday
Election Day	November 6	Tuesday
Kristallnacht	November 9-10	Friday-Saturday
Veteran's Day	November 11	Sunday
American Education Week	November 11-17	Sunday-Saturday
Baha'u'llah Birthday (Baha'i)	November 12	Monday
Thanksgiving Day	November 22	Thursday
Niiname Festival (Shinto)	November 23	Friday
Religious Liberty Day	November 25	Sunday
Reformation Day	November 27	Tuesday
First Sunday in Advent (Christian)	November 2	Sunday
Chanukah (Jewish)	December 5-12	Wednesday
Feast of the Immaculate Conception (Christian)	December 8	Saturday
Bodhi Day (Buddhist)	December 8	Saturday
Human Rights Day	December 10	Monday
Day of Our Lady of Guadalupe (Christian)	December 12	Wednesday
Bill of Rights Day	December 15	Saturday
Winter Solstice (First Day of Winter)	December 22	Sunday
Christmas (Christian)	December 25	Tuesday
Kwanzaa	December 26-January 1	Wednesday-Tuesday
Wounded Knee Day	December 29	Saturday

—Jewish, Baha'i and Islamic holidays begin at sunset the previous day.

GLOSSARY OF OBSERVANCES

Every holiday involves celebrations and rituals that create a singular flavor. While many are observed privately or inconspicuously, some religious days that involve the wearing of certain symbols, fasting and abstention from work are more visible to the public. The numbers of days and type of observance for these holidays are listed below:

Ash Wednesday	1 day
<i>Christians appear with crosses on their foreheads.</i>	
Ramadan	30 days
<i>Muslims fast from sunup to sundown for a full month.</i>	
Sabbath	1 day
Rosh Hashanah	2 days; or 1 day
Yom Kippur	1 day
Sukkot	2 days; or 1 day
Shemini Atzeret/Simchat Torah	2 days; or 1 day
Pesach (Passover)	First and last 2 days or 1 day
Shavuot	2 days; or 1 day
<i>Many Jewish students may be absent from school on these days, which begin at sunset on the preceding evening and end at nightfall on the day of observance. Since many Jewish pupils observe the Sabbath by attending Friday evening services, it is advisable to bear this in mind when scheduling special events.</i>	
ADA (AMERICANS WITH DISABILITIES ACT) DAY - July 26. Commemorates the 1990 signing of the Americans with Disabilities Act, which prohibits discrimination on the basis of disability by state and local governments and private companies.	
ALL SAINTS' DAY - November 1. Commemorates all the saints.	
AMERICAN EDUCATION WEEK - Third week in November. To honor the public schools of America.	
ANNE FRANK DAY - June 12. Birthday of young Jewish girl whose diary describes her family's hiding from the Nazis through assistance of gentile friends.	
SUSAN B. ANTHONY'S BIRTHDAY - Susan B. Anthony, born February 15, 1820, was a pioneer in the Women's Rights Movement.	
ARMENIAN MARTYRS' DAY - April 24. Commemorates the extermination of some 1.5 million Armenians between 1915-1923 in Turkey.	
ASCENSION DAY (Christian) - The 40th day after Easter. Commemorates the ascension of Jesus into Heaven.	
ASCENSION OF BAHÁ'U'LLAH (Baha'i) - May 29. Observance of the anniversary of the death in exile of Baha'u'llah.	
ASH WEDNESDAY (Christian) - The first day of Lent in the Western Christian calendar, a season of spiritual preparation for Easter. It occurs forty days before Easter not counting Sundays.	
BAHA'I NEW YEAR'S DAY - March 21. Astronomically fixed to commence the year. Known as Naw Rúz. Also the beginning of the Iranian New Year.	
BAHA'U'LLAH BIRTHDAY (Baha'i) - November 12. Commemorates birth of the founder of Baha'i faith in 1817.	
BAISAKHI - April 13. Observance of rejection of Indian caste system and formation of Khalsa (Sikh community).	
BILL OF RIGHTS DAY - On December 15, 1791, the ten original amendments of the United States Constitution became effective.	
BIRTH OF THE BAB (Baha'i) - October 20. Observance of the anniversary of the birth of Siyyid Ali Muhammad, known as "the Bab."	
BLACK HISTORY MONTH - Celebrated in February to commemorate leading events in African-American history.	
BODHI DAY (Buddhist) - Celebration of the enlightenment of the Buddha, ca. 596 B.C.E.	

BON (Buddhist) - July 15. Occasion for rejoicing in the enlightenment offered by the Buddha. Day of remembrance of all those who have passed away. Also known as Obon-e.

BROTHERHOOD/SISTERHOOD WEEK - Designated in February by the National Conference for Community and Justice to emphasize the importance of brotherhood and sisterhood.

BUDDHA DAY (Buddhist) - April 8. The most important of the Buddhist festivals, it celebrates the Buddha's birth, and in some traditions it also marks his enlightenment and death. Also known as Wesak or Hanamatsuri.

CHANUKAH/ FEAST OF DEDICATION (Feast of Lights) (Jewish) - Eight-day festival celebrating the rededication of the Temple to the service of God (165 B.C.E.). Commemorates the Maccabean victory over Antiochus who sought to suppress freedom of worship.

CHINESE NEW YEAR - A festive holiday celebrated for about two weeks. Each year is symbolized by a different animal. This event begins with the first new moon of the year.

CHRISTMAS (Christian) - December 25. Celebrates the birth of Jesus. Some Orthodox Churches celebrate Christmas on January 7.

CINCO DE MAYO - May 5 (in Spanish). This date, celebrated in the Southwest, marks the victory in 1862 of a small Mexican force that routed a French army three times its size.

CITIZENSHIP DAY/ CONSTITUTION DAY - On this day, which marks the anniversary of the signing of the United States Constitution (September 17, 1787), the importance of citizenship is dramatized by many naturalization ceremonies.

COLUMBUS DAY - Columbus landed at San Salvador, October 12, 1492. Now celebrated on the second Monday in October.

DAY OF OUR LADY OF GUADALUPE (Christian) - December 12. Fiestas commemorate the day in December 1531, when the Blessed Virgin Mary appeared before the Indian Juan Diego. Celebrated in the Southwest.

THE DECLARATION OF THE BAB (Baha'i) - May 23. Day when Baha'u'llah revealed his mission to his disciples.

DEEPAVALI (Hindu) - Festival of Lights.

DUSSEHRA (Hindu) - Worship of War Goddess, Durga.

EASTER SUNDAY (Christian) - Celebrates the resurrection of Jesus.

ELECTION DAY - The first Tuesday following the first Monday in November.

FATHER'S DAY - The third Sunday in June.

FEAST OF THE ASSUMPTION (Catholic Christian) - August 15. Commemorates the taking of the Virgin Mary into Heaven.

FEAST OF THE EPIPHANY (Christian) - January 6. The revealing of Jesus as the Christ to the gentiles in the persons of the Magi at Bethlehem.

FEAST OF THE IMMACULATE CONCEPTION (Catholic Christian) - December 8.

Observance

commemorating the doctrine that Mary, from the moment of her conception, was free from the stain of Original Sin.

FESTIVAL OF RIDVAN (Baha'i) - April 21. Beginning of the most important festival period, the 12 days which Baha'u'llah spent in the garden of Ridvan, before his exile to Constantinople.

FIRST DAY OF LENT (Orthodox Christian) - In Eastern Christianity, Great Lent starts on *Clean Monday*, forty days before Easter counting Sundays.

FIRST SUNDAY IN ADVENT (Christian) - Begins four weeks of spiritual preparation in observance of the birth of Jesus.

FLAG DAY - The anniversary of the adoption of our national flag by Congress, June 14, 1777.

GAY PRIDE WEEK - Commemorates the June 28, 1969 Stonewall riot in New York City, the incident that initiated the gay rights movement in the United States. (Observed on different dates throughout June, depending on the locality.)

GOOD FRIDAY (Christian) - Commemorates the Crucifixion of Jesus. Two days before Easter.

HALLOWE'EN - October 31. The eve of All Saints' Day.

HOLY THURSDAY (Maundy Thursday) (Christian) - Thursday before Easter. Commemorates the Last Supper, at which Jesus and the Disciples were together for the last time before the Crucifixion, and the sacrament of the Eucharist was instituted.

HSIN-NIEN - Chinese New Year

HUMAN RIGHTS DAY - Celebrates the proclamation of the Universal Declaration of Human Rights by the United Nations General Assembly on December 10, 1948.

IDUL-ADHA (Islamic) - Commemorates the Feast of Sacrifice.
IDUL-FITR (Islamic) - The festival of the breaking of the fast, celebrating the end of Ramadan, a month of daytime fasting.
INDEPENDENCE DAY - The Declaration of Independence was proclaimed on July 4, 1776.
KENNAME FESTIVAL (Shinto) - October 17. Celebration of the autumn harvest.
DR. MARTIN LUTHER KING JR.'s BIRTHDAY - Dr. Martin Luther King Jr.'s birthday is celebrated on the third Monday in January.
KRISTALLNACHT - November 9-10. Dates of 1938 Nazi riots against Jews in which many people were killed, hundreds of synagogues burned, and thousands of Jewish-owned businesses destroyed.
KWANZAA - December 26-January 1. Week-long celebration honoring African-American heritage. The name "Kwanza" derives from the Swahili phrase "matunda ya kwanza", meaning "first fruits (of the harvest)".
LABOR DAY - Celebrated the first Monday in September, in recognition of American workers.
LAG B'OMER (Jewish) - (the 33rd day of the counting of the Omer, from the second day of Pesach until Shavuot.) - According to the Talmud, 24,000 disciples of the Jewish scholar, Rabbi Akiva (ca. 50-132 C.E.), died of a plague during the period between Pesach and Shavuot because they did not sufficiently honor one another. The plague ceased on Lag B'Omer which, consequently, became a Jewish festival.
MARTYRDOM OF THE BAB (Baha'i) - July 9. Observance of the anniversary of the execution of the Bab in 1850.
MAULUD-UN-NABI (Islamic) - Celebrates the birthday of the prophet Muhammad.
MEMORIAL DAY - Initiated originally to honor the dead of the Civil War, this observance now pays homage to the dead of all wars. Now celebrated on the last Monday in May.
MEXICAN INDEPENDENCE DAY - Celebrates the day that Miguel Hidalgo delivered El Grito de Dolores, and announced the Mexican revolt against Spanish rule.
MOTHER'S DAY - The second Sunday in May.
MUHARRAM (Islamic) - The first month of the Islamic new year.
NATIONAL HISPANIC HERITAGE MONTH - Sept. 15-Oct. 15. Honors Hispanic culture, history and contributions to American life.
NATIVE AMERICAN DAY - Several states now celebrate this day on the fourth Friday in September. Legislation now before Congress would make it a national observance.
NIINAME FESTIVAL (Shinto) - November 23. National holiday for labor in Japan. It originated as thanksgiving to the Gods of Heaven and Earth.
NIRVANA DAY (Mahayana Buddhist) - February 15. Commemorates the death of the Buddha and his passing into total Nirvana. Also known as Nehan-e.
PALM SUNDAY (Christian) - Celebrates the entrance of Jesus into Jerusalem, marking the beginning of the Holy Week leading to Easter.
PENTECOST (Whitsunday) (Christian) - Commemorates the descent of the Holy Spirit upon the Apostles, 50 days after Easter Sunday. Marks the beginning of the Christian Church.
PESACH/ PASSOVER (Jewish) - Celebrates Israel's deliverance from Egyptian bondage. During this eight day spring festival, matzoh (unleavened bread) is eaten.
PRESIDENTS' BIRTHDAY - Celebrated the third Monday in February.
PURIM/ FEAST OF LOTS (Jewish) - Marks the salvation of the Jews of ancient Persia from Haman's plot to exterminate them, through the intervention of Queen Esther.
RACE RELATIONS SUNDAY - Designated by the National Council of Churches in recognition of the importance of interracial relations. Observed on the second Sunday in February.
RAMADAN (Islamic) - The ninth month in the Islamic calendar. 30 days of strict fasting from sunrise to sundown in honor of the first revelations to the Prophet Muhammad.
RAMANAVAMI (Hindu) - Anniversary of the birth of Rama, incarnation of Vishnu (the Preserver) in Hinduism.
RATHA-YATRA (Hindu) - Hindu new year beginning summer; Lord Vishnu changes from winter to summer home.
REFORMATION DAY (Protestant Christian) - October 31. Commemorates the beginning of the Protestant Reformation.

RELIGIOUS LIBERTY DAY - November 25. The anniversary of 1981 United Nations declaration on religious liberty as a fundamental human right.
ROSH HASHANAH/ NEW YEAR (Jewish) - The first of the High Holy Days, which marks the beginning of a ten day period of penitence and spiritual renewal.
SAINT PATRICK'S DAY - March 17. Feast day of the patron saint of Ireland.
SHABBAT/ THE SABBATH (Jewish) - Each week the seventh day, Saturday, is observed by Jews as a day of holiness, rest, and rejoicing.
SHAVUOT/ FEAST OF WEEKS (Jewish) - Celebrates the covenant established at Sinai between God and Israel, and the revelation of the Ten Commandments.
SHEMINI ATZERET/ EIGHTH DAY OF SOLEMN ASSEMBLY (Jewish) - A part of the Sukkot festival.
SIMCHAT TORAH/ THE REJOICING IN THE TORAH (Jewish) - Celebrates the conclusion of the public reading of the Pentateuch (Torah) and its beginning anew, thus affirming that the study of God's word is an unending process. Concludes the Sukkot festival.
SUKKOT/ FEAST OF BOOTHES (Tabernacles) (Jewish) - Commemorates the 40-year wandering of Israelites in the desert on the way to the Promised Land; expresses thanksgiving for the fall harvest.
TET - Vietnamese New Year
TEACHER'S DAY (Confucian) - September 28. Commemorates the birth of Confucius, and honors the teaching profession.
THANKSGIVING DAY - The fourth Thursday in November. Commemorates the Pilgrims' observance of the harvest and is a time for giving thanks to God for blessings bestowed during the year.
TISHA B'AV/ THE NINTH OF AV (Jewish) - Fast day mourning the destruction of the First and Second Temples in Jerusalem on the 9th day of the Hebrew month of Av, in 586 B.C.E. and 70 C.E.
TU B'SHVAT (Jewish) (Fifteenth day of Shvat) - named for the festival of the New Year of Trees. In certain communities, it is customary to eat 15 different kinds of fruit on this day with special preference given to the kinds of fruits grown in the land of Israel.
UNITED NATIONS DAY - The United Nations Charter was put into effect October 24, 1945. A commemoration of the founding of the world organization.
VETERANS' DAY - November 11. Honors the United States Armed Services and commemorates the war dead.
WOMEN'S HISTORY MONTH - Designated by Congress in March, as a time to remember and salute women as significant agents of historical change.
WOUNDED KNEE DAY - December 29. Observance of the anniversary of the massacre of more than 250 Sioux Indians at Wounded Knee, South Dakota, in 1890.
YOM HAATZMA'UT/ ISRAEL INDEPENDENCE DAY - The establishment of the State of Israel on the fifth day of the Hebrew month of Iyar (May 14, 1948).
YOM HASHOAH/ HOLOCAUST REMEMBRANCE DAY - Memorializes the heroic martyrdom of the six million Jews who perished in the Nazi Holocaust.
YOM HAZIKARON / ISRAEL MEMORIAL DAY - A day of national mourning honoring Israel's fallen soldiers and victims of terrorism.
YOM KIPPUR/ DAY OF ATONEMENT (Jewish) - This most holy day in the Jewish year is marked by fasting and prayer.
YOM YERUSHALAYIM/ JERUSALEM DAY - Commemorates Israel's reunification of Jerusalem, its capital city, following Israel's victory in the 1967 Arab-Israeli war.

PROUDLY DONATED BY



ANTI-DEFAMATION LEAGUE

Barbara Balser, National Chair

Abraham H. Foxman
National Director

Caryl M. Stern
Senior Associate National Director/
Chief Operating Officer

Kenneth Jacobson
Senior Associate National Director/
Special Advisor to the National Director

Marshall S. Levin
Senior Associate National Director/
Director, National Development

Richard D. Glosky
Chair, Education Committee

Dr. Ed S. Alster
Director, Education

Lindsay J. Friedman
Senior Associate Director, Education

Lucille S. Kantor
Chair, A WORLD OF DIFFERENCE® Institute

Scott Hirschfeld
Director, A WORLD OF DIFFERENCE®
Institute/Assistant Director, Education

Lucille S. and Martin E. Kantor
Co-Chairs, A WORLD OF DIFFERENCE®
Institute Foundation

Marvin Levy
Mountain States Board Chair

Bruce H. DeBoskey
Regional Director

Joyce Rubin
Associate Director

Nina Sundell
Assistant Director

Tara Raju
Assistant Director, Education

Paula M. Brown
Assistant Director, Education

Vanessa Martin
Assistant Director, Media &
Community Relations

Susie Betts Hotz
Development Director

Judy Bohlender
Office Manager

Debbie Cole
Education Assistant

Michelle Stevenson
Development Assistant

Beth Yohe
Assistant Director, Training &
Curriculum
National Education Division

This resource guide was prepared by the Anti-Defamation League's Mountain States Regional Office in conjunction with the ADL's National Education Division.

©2005 Anti-Defamation League. All rights reserved.

No part of this book may be reproduced or utilized in any form or by any means, electronic or mechanical, including photocopying and recording, or by an information storage and retrieval system, without permission in writing from the ADL.

ADL Mountain States Regional Office
(303) 830-7177 Fax: (303) 830-1554
Email: Denver@adl.org

Check our website for the latest information: www.adl.org

Special thanks to:

Judy Frank, JudyFrankDesigns@mac.com for the design of this guide.
A. Barry Hirschfeld, A.B. Hirschfeld Press
Sam Jonas, ADL Board Member, Positive Impact! Sponsorship Chair
Victoria Miller, ADL facilitator & translator

The Anti-Defamation League's **A WORLD OF DIFFERENCE® Institute** is a leading provider of anti-bias education and diversity training programs used by schools, universities, corporations, community organizations and law enforcement agencies throughout the U.S. and abroad. ADL's Mountain States Region has been delivering **A WORLD OF DIFFERENCE® Institute** programs and resources since 1989. The Institute seeks to help participants: recognize bias and the harm it inflicts on individuals and society; explore the value of diversity; improve intergroup relations; and combat racism, anti-Semitism and all forms of prejudice and bigotry.

A WORLD OF DIFFERENCE® Institute Programs:

A CLASSROOM OF DIFFERENCE® is at the heart of the Institute, developed to address diversity in the pre-kindergarten through 12th grade school communities. Programs include workshops for teachers, support staff, classified staff, administrators, students and family members. Programs offered under the auspices of A CLASSROOM OF DIFFERENCE® include:

- **Teacher Training** – Professional development work shops for school faculty, staff and/or administrators provide a foundation for exploring bias and its impact in individuals and society. Anti-Bias Study Guide workshops, offered in conjunction with professional development trainings, provide educators with interdisciplinary grade-specific lessons easily integrated into a standards-based K-12 curriculum.
- **Miller Early Childhood Programs** – Partnering with Sesame Workshop (producers of Sesame Street), anti-bias training and resources assist caregivers, educators, and families of children ages 3-5 in creating and sustaining bias-free early childhood programs and homes.
- **Peer Training** – This program is a partnership approach which includes a Train-the-Peer trainer Program for a diverse group of students, on-site consulting services, and comprehensive program manuals. Regular meetings with school coordinators continue students' learning and define facilitation skills. The result for the school is peer-led workshops where students discuss important diversity issues that affect their school.

A CAMPUS OF DIFFERENCE® helps college administrators, faculty members and students learn to examine stereotypes, expand cultural awareness, and combat bigotry.

A COMMUNITY OF DIFFERENCE® offers social service workers, volunteers and staffs of community organizations, and civic leaders skills and strategies to work together effectively. Also included are flexible training programs and resources for after-school and youth service organizations and providers, and parents and families, to help foster self-esteem and respect.

A WORKPLACE OF DIFFERENCE® provides programs and services designed for corporations, small business, government and law enforcement agencies, and nonprofit organizations.

Please contact our office for more information:

303-830-7177 or Denver@adl.org
or visit us on the web at
www.adl.org/education.

★ The M.D.C. Holdings, Inc. Charitable Foundation* respects the differences of all Americans. We believe in building the American Dream for all families... and in building understanding and diversity in our communities as well.



*Building and Financing
the American Dream®*

*The M.D.C. Holdings, Inc. Charitable Foundation was established in 1999 with an objective to support communities throughout the country in which M.D.C. Holdings, Inc. (NYSE/PCX: MDC) and its Richmond American Homes subsidiaries operate and build.



Anti-Defamation League
1120 Lincoln Street, Suite 1301
Denver, CO 80203
303-830-7177 • www.adl.org

