

## Additional Resources

### Resources for Teaching and Further Learning:

- Classroom Norms/Community Guidelines Example Document  
<https://docs.google.com/document/d/1ZsmO9E53ox98ETtV9Hd0-SpS9qWoVCka0HC8z6xNFfk/edit?usp=sharing>
- Classroom Inclusivity Series  
<https://otear.rutgers.edu/workshops/inclusivity>
- Unpacking Hate videos and resources:  
<https://diversity.rutgers.edu/unpackhate#tab=panel-1>
- Campus Free Speech Guide:  
<https://campusfreespeechguide.pen.org/>
- Free Speech and Academic Freedom Webinar:  
[https://rutgers.zoom.us/rec/share/QeysLHfpGf6tmb61hnZUIXkEAYOCJV3tr8m82\\_Rj3-etCixvM6fzrBZ1un5cYkB\\_.LJW9rSAbiwWgN8DE](https://rutgers.zoom.us/rec/share/QeysLHfpGf6tmb61hnZUIXkEAYOCJV3tr8m82_Rj3-etCixvM6fzrBZ1un5cYkB_.LJW9rSAbiwWgN8DE)  
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### Teaching resources about difficult classroom conversations:

- <https://sweduacts.wordpress.com/on-difficult-dialogues-in-the-classroom/>
- <https://crlt.umich.edu/multicultural-teaching/difficult-moments>
- [Affecting Images: A Guided Self-Reflection Document for a Trauma-Informed Art History Classroom - Art Journal Open \(collegeart.org\)](#)
- [A Conversation with Mays Imad: Trauma-Informed Pedagogy and the Art History Classroom - Art Journal Open \(collegeart.org\)](#)
- [Trauma-Aware Teaching Checklist - Google Docs](#)

## **Additional Resources for supporting students**

### **Offices of the Dean of Students:**

#### **Advocacy, Outreach and Support**

- Please email [deanofstudents@echo.rutgers.edu](mailto:deanofstudents@echo.rutgers.edu) or call (848)-932-2300 to connect with a staff member.
- Virtual drop-in-hours Monday-Thursday afternoons from 1:30pm-4:30pm (the link on the right hand side of website provides information on how to connect via drop-ins, scheduling and appointment, or for Absence and Verification Notices - <https://studentsupport.rutgers.edu>).

#### **Off-Campus Living and Community Initiatives/Community Faith Based Supports**

- Faith & Spirituality Initiatives – Multifaith Council Rev. Katrina Jenkins ([Katrina.e.jenkins@rutgers.edu](mailto:Katrina.e.jenkins@rutgers.edu))
- Rutgers Chabad - [Rutgers Chabad | Your Home Away From Home \(wordpress.com\)](http://RutgersChabad.com)
- Rutgers Hillel - [Rutgers Hillel Home Page - Jewish Campus Life and Learning](http://RutgersHillel.com)
- Rutgers Jewish Experience - [Home | Rutgers Jewish Xperience | Inspiring, educating, & empowering \(rutgersjx.com\)](http://RutgersJewishExperience.com)
- Center for Islamic Life at Rutgers - [Center for Islamic Life at Rutgers](http://CenterforIslamicLife.com)

#### **Counseling Services:**

- CAPS (Counseling, ADAP, and Psychiatric Services) 848-932-7884
- Crisis Text Line (Text 741-741 anytime 24/7)
- **Let's Talk and Let's Tele Talk** - Let's Talk is available in-person or by phone. Conversations with CAPS counselors are private and confidential. To schedule an appointment, call **848-932-7884** and choose option 2
- **Uwill** offers students free immediate access to teletherapy through it's easy to use online platform – it is a secure and convenient path to clinical services beyond CAPS' Office hours – including evenings and weekends - <http://health.rutgers.edu/uwill-2/>

**University Support for International Students Rutgers Global – ISSS:**

- <https://global.rutgers.edu/international-scholars-students/students> 848-932-7015

**Cultural Centers:**

- Paul Robeson Cultural Center <http://prcc.rutgers.edu/> - 848-445-3545
- Center for Latino Arts and Culture <http://clac.rutgers.edu/> - 848-932-1263
- Center for Social Justice Education and LGBT Communities  
<http://socialjustice.rutgers.edu/> - 848-445-4141
- Asian American Cultural Center <http://aacc.rutgers.edu/> - 848-445-8043

**Resources to Support Faculty Wellness:**

- Stress Management, Wellness and self-care:  
<https://alcoholstudies.rutgers.edu/wellness-in-recovery/wellness-self-care/>
- ScarletWell lists resources for Employees:  
<https://newbrunswick.rutgers.edu/scarletwell>
- Building Strengths Series: Center for Faculty Success. Drop-in events offered periodically, check calendar for details  
<https://newbrunswick.rutgers.edu/chancellor/faculty-affairs>
- Counseling Services through the Faculty and Staff Assistance Program:  
<https://uhr.rutgers.edu/faculty-staff-counseling/home>

*The following are suggested resources from the panel: Resources for Teaching and Student Support: Responding to Needs During the Israel-Hamas War that took place via webinar on Nov. 27, 2023. We provide them here not as an endorsement but as suggestions for further learning.*

# SPEAK UP! BIAS INTERVENTION STRATEGIES: PHRASES TO USE

## INTERRUPT

- Ouch!
- Oh wow, I don't see it that way at all.
- It surprises me to hear you say that.
- That's racist/sexist/etc.
- What? C'mon we can do better than that.
- That sounded rude and insulting.
- Wow, that sounded really harsh!

## QUESTION

- It sounds like you're saying xyz. Is that what you meant?
- Can you tell me more about what you just said?
- I'm curious, what do you mean by that?
- Can you repeat the statement? I want to make sure I understand you correctly.
- That's a different viewpoint, please elaborate.

## EDUCATE

- I don't think this is a word that is used anymore.
- Can we use a different term, because...
- That language is hurtful, our classroom/department/etc is inclusive of all individuals.
- I'm sorry I don't know where you got that information from. Here is what I know...
- This is why we don't use words like that

## ECHO

- Well said [person]!
- I have to agree with [person]
- [Person] is right. That's not an appropriate comment to make.
- I'm with [person].
- Echoing [person]....



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# SPEAK UP! BIAS INTERVENTION STRATEGIES

## INTERRUPT

Speak up against every biased remark--Every time, in the moment, without exception. Think about what you'll say ahead of time so you're prepared to act instantly.

## EDUCATE

Explain why a term or phrase is offensive. Encourage the person to choose a different expression. Hate isn't behind all hateful speech. Sometimes ignorance is at work.

## QUESTION

Ask simple questions to find out why the speaker made the offensive comment and how you can best address the situation.

## ECHO

If someone else speaks up against hate, thank them and reiterate their anti-bias message. One person's voice is a powerful start. Many voices together create change.



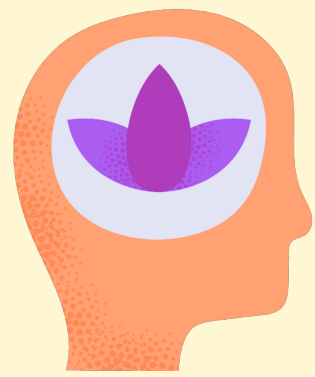
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# C.L.A.R.A COMMUNICATION DE-ESCALATION METHOD

## CALM

yourself so you can suspend judgmental thoughts and recognize our shared humanity.



## LISTEN

to understand what they are saying and find something on which you can agree.

## AFFIRM

by making a connection with the other person thus conveying you have heard and understand them



## RESPOND

in ways that show respect, even if you disagree (people want to start here)

## ADD

information, communicate in ways that convey you want to continue the conversation



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EDUCATION AND BIAS PREVENTION