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
  Passcode: *dLR1r!R

Teaching resources about difficult classroom conversations:

- 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 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)
- Rutgers Chabad - Rutgers Chabad | Your Home Away From Home (wordpress.com)
- Rutgers Hillel - Rutgers Hillel Home Page - Jewish Campus Life and Learning
- Rutgers Jewish Experience - Home | Rutgers Jewish Xperience | Inspiring, educating, & empowering (rutgersjx.com)
- Center for Islamic Life at Rutgers - Center for Islamic Life at Rutgers

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](https://global.rutgers.edu/international-scholars-students/students) 848-932-7015

Cultural Centers:

- Center for Latino Arts and Culture [http://clac.rutgers.edu/](http://clac.rutgers.edu/) - 848-932-1263

Resources to Support Faculty Wellness:

- ScarletWell lists resources for Employees: [https://newbrunswick.rutgers.edu/scarletwell](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](https://newbrunswick.rutgers.edu/chancellor/faculty-affairs)
- Counseling Services through the Faculty and Staff Assistance Program: [https://uhr.rutgers.edu/faculty-staff-counseling/home](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!

**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

**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.

**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]…
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.
C.L.A.R.A Communication De-Escalation Method

Calm

Affirm

Listen

Respond

Add

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

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

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

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

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