

Bullies pick on students who have low self-esteem. If we could build up their self-esteem, they wouldn't be bullied.

I teach science. Diversity is not part of my curriculum.

The pressure to look a certain way is so intense; those who don't measure up are teased and left out.

Our school is 95% white, so racial diversity is really not an issue.

I'm afraid I'll offend someone if I say the wrong thing.

I can't mention sexual orientation differences; what would parents say? It belongs in Health class, anyway.

I'm white; how could I possibly understand the African American experience enough to teach about it?

One of my third graders asked another, "Why are you wearing that on your head?" Maybe I should have intervened.

I'm glad there is a Latino child in my classroom; the other students need to learn that the world is diverse.

Kids say "That's so gay" all the time; they don't mean gay or lesbian people when they say it.

Bullying is not a problem at our school. No students ever complained to me about it.

Professional In-Services

Medical & Other Professionals
Workplace Environments

In-services

- Working with a diverse clientele or patient population
- InterCultural Competence (ICC)

Workplace

- Attracting a diverse workforce
- Creating a non-hostile workplace

Community Groups

Private & Non-profit

Social Service, Community, & Religious

- Diversity Awareness
- Understanding prejudice & privilege
- What you can do to help
- Make your group a welcoming place

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Sliding
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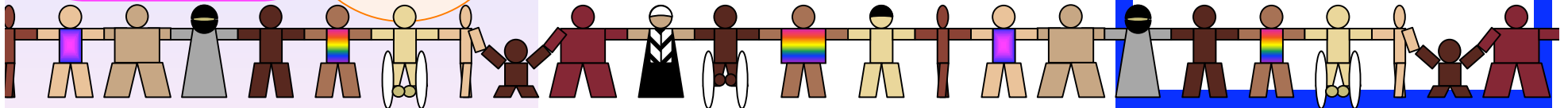
Diversity Education,
Bullying Prevention
& Bias Reduction
Workshops

In-Services &
Professional Development

School Surveys &
Risk Assessment

- Faculty & Staff, K-12*
- Students grades 6-12
- University lectures
- Medical & other professionals
- Community groups
- Service providers

* Registered NJ DOE PD Provider





Dr. Rodríguez Rust has been a diversity educator since 1987. After teaching for 12 years at the university level, she left a tenured university position to focus on community-based diversity education. She lectures and provides workshops on sexual orientation, gender identity, racial, ethnic, & cultural diversity. She provides professional development services and anti-bullying education in New Jersey schools.

Dr. Rodríguez Rust is a member of the American Sociological Association (ASA), the Society for the Study of Social Problems (SSSP), and the International Academy of Sex Research (IASR). She is known internationally for her research on gender and sexual orientation.

She serves on the Board of the Central New Jersey Gay, Lesbian, and Straight Education Network, and on the

New Jersey Special Task Force on Bullying and Cyberbullying Awareness and Prevention, and has served on the Editorial Boards of *Social Problems*, *Gender & Society*, & *Archives of Sexual Behavior*, and on Institutional Review and Harassment Grievance Boards.

Dr. Rodríguez Rust has published extensively on the topic of diversity-- particularly racial & ethnic prejudice and gender & sexual orientation diversity--for professional, academic, and general audiences. She is the author of two books & dozens of chapters and articles, editor of an educational guide (ASA) & co-editor of the *Agenda for Social Justice 2004* (SSSP). She appeared as an expert on the newsmagazine *20/20*, and has been quoted in numerous magazines and newspapers, including *Newsweek*.

Dr. Rodríguez Rust is writing *Don't Blink*, a book for parents and educators about discrimination & prejudice and strategies for working toward the ultimate goal of a society in which diversity is respected and celebrated, and in which all individuals are fully included.

Professional Development & School Staff Training

Faculty, Staff, & Administration, K-12

Bullying: Informational Topics

- Identifying different forms of bullying
- School faculty and staff responsibilities
- Social/psychological consequences
- Psychological traits of those who bully
- Relevant laws and court decisions
- Cyber bullying and cyber safety

Bullying: Prevention and Response

- Managing the classroom environment
- Prevention & intervention strategies
- Encouraging bystander intervention
- Criteria for effective programs
- Common techniques that do *not* work

Bias-based bullying

- Definitions and applicable laws
- Bias incident vs. bias crime
- Beyond incidents: hostile environment

Diversity Awareness & Education

- Cultural diversity in the classroom
- Creating safe classrooms for all
- Integrating diversity education throughout the curriculum
- Free speech vs. the safe environment
- Teacher empowerment; cultural knowledge and confidence
- Teaching respect for difference
- Handling bias incidents and comments
- Racial/ethnic cultural differences

Consulting Services

Districts & Schools

Student & Staff Surveys

- Assess school climate & student risk
- Tailor program to school needs
- Monitor program effectiveness

Consultation

- Leadership Team Start-up
- Program design & implementation

Student Assemblies

Middle, Junior, & High School

Bullying & Bias Topics

- Making your school a safer place
- What to do if you witness bullying; bystanders can make a difference
- What to do if you are bullied
- Diversity awareness: Build respect with knowledge & understanding.