



Train-the-Trainer Seminar for High Schools

Since 1984, NCBI has worked with secondary schools throughout the world to create more inclusive environments. NCBI's high school program in the United States and Canada has grown dramatically in the last few years in response to increased racial and intergroup tensions. Based on our years of experience, we offer both public and private schools a systemic approach for welcoming diversity and reducing bigotry. We offer much more than a one-day workshop, which may be useful but limited in its effect. Instead, we work with the entire school community, including faculty, students, staff, parents, and local leaders, to develop an institutional response to racism. We've found that the most effective way to improve the environment of a high school over the long term is by recruiting and training an in-house team, made up of students, faculty, and administrators, who serve as onsite diversity trainers and intervene when school conflicts arise.

The first step in launching an NCBI high school team begins with the sponsoring high school inviting NCBI to lead a three-day *Train-the-Trainer Seminar*. In this seminar, participants learn how to lead the award-winning *NCBI Prejudice Reduction Workshop*. The *NCBI Prejudice Reduction Workshop* is a one day program that NCBI has implemented in hundreds of schools, universities, corporations, government agencies, trade unions, religious institutions, and community organizations throughout the world. Participants meet in small learning groups where they receive individual coaching in leading each component of the workshop.

The *NCBI Prejudice Reduction Workshop* consists of series of incremental, experiential activities that help participants:

- To celebrate their similarities and differences,
- To recognize the misinformation they have learned about various groups,
- To identify and heal from internalized oppression—the discrimination members of an oppressed group target at themselves and each other,
- To claim pride in group identity,
- To understand the personal impact of discrimination through the telling of stories, and
- To learn hands-on tools for dealing effectively with bigoted comments and behavior.

Following the three-day *Train-the-Trainer Seminar*, the high school officially becomes an NCBI High School Affiliate Team. NCBI offers ongoing support through the closest local NCBI Chapter. The NCBI Chapter Director offers mentoring to the leader of the high school team. Members of the high school team are also able to attend monthly meetings of the NCBI Chapter, where they continue to develop their leadership skills.