

# HATE / UNCYCLED

by ADL

## A Program for Inclusive Campuses Challenging Bias and Hate



# HATE / UNCYCLED

The Hate/Uncycled Program is typically a two-year partnership designed to engage administrators, staff, faculty and students in the community's work to understand and challenge bias, work toward inclusive campus climate policies and practices and to be prepared to respond effectively to hate incidents if they occur. Participants have access to online modules about identity, bias incidents and free speech as well as information about current trends in hate and extremism, hate online and legal cases as they relate to bias incidents and higher education policy. Live facilitated virtual workshops equip campus constituents with tools and strategies to practice the work of responding to bias incidents and to challenge bias in themselves, in others and within institutional policies and practices.

The Hate/Uncycled program is meant to be a collaborative, cross-campus effort. Administrators, student leaders, campus safety teams, staff and faculty, and incoming students have access to Hate/Uncycled program components geared toward their roles in the campus community. We encourage all to engage in conversations and programming across campus.



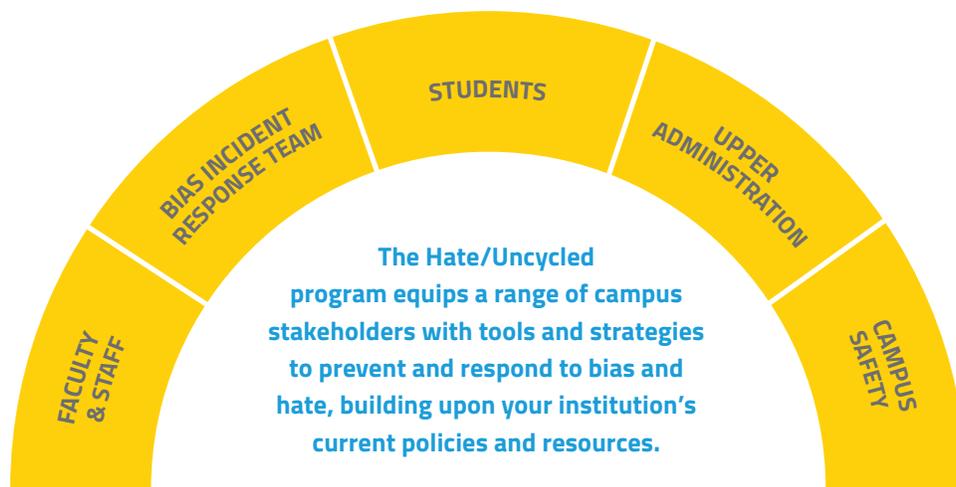
# FOCUS AREAS

- **Free Speech in Practice**  
Uphold principles and encourage the free exchange of ideas
- **Identity and Inclusion**  
Challenge identity-based bias and inequity, emphasizing social identities such as race, immigration status, gender identity, and disability
- **Online Hate and Harassment**  
Understand and navigate hate online
- **Hate and Extremism**  
Recognize White Supremacist groups and tactics
- **Bias Incident Response**  
Respond effectively and build resilient communities
- **How Legislation Impacts Higher Education**  
Understand the impact of legislative efforts related to free speech and DEI issues in higher education

---

## CHOOSING A PROGRAM PACKAGE

Everyone plays a role in building communities against hate. Choose a combination of facilitated courses and self-paced modules for your community.



# COURSE LIST

## Administrators/Faculty/Staff

- **Free Speech in Policy and Practice**  
*(Self-paced module)*
- **Trends in Online Hate and Harassment**  
*(Self-paced module)*
- **Understanding White Supremacist Tactics**  
*(Self-paced module)*
- **How Legislation Impacts Higher Education**  
*(Self-paced module)*
- **Identifying and Challenging Bias**  
*(3-week course – 10 hrs total)*
- **Crisis Response Planning for Bias Incidents**  
*(3-week course – 10 hrs total)*

## Campus Safety

- **Inclusive Policing**  
*(2-hour workshop)*
- **Introduction to Hate Crimes**  
*(2-hour workshop)*
- **Violent Extremism 101**  
*(2-hour workshop)*

## Students

- **New Student Orientation**  
*(4 Self-paced modules & Campus Toolkit)*
- **Free Speech in Campus Discourse**  
*(Self-paced module)*
- **Identifying and Challenging Bias**  
*(3-week course – 10 hrs total)*
- **Crisis Response Planning for Bias Incidents**  
*(3-week course – 10 hrs total)*

## ACROSS CAMPUS

Posters  
Social Media Content  
Motivational Video  
Program Implementation Tips  
Activity and Event Ideas  
Ready-to-go Engagement Tools

# COURSE STRUCTURES

## What's a 3-week course?

Hosted in your school's learning management system (ie. Canvas), each 3-week course is an extended workshop with live facilitated sessions and independent work for the participants. The course is designed for a cohort of 20–30 peers to both work together and to reflect individually. An ADL facilitator will meet with the group for 90 minutes each week and will facilitate discussions and online coursework between sessions. In total, each participant should expect to dedicate about 10 hours of time over the 3-week period and after taking the course, to put the skills into action.

## What's a self-paced module?

Self-paced modules are an individual experience for each user. The participant will have access to a 30–50 minute learning session where they will click through digital activities and readings utilizing characters, theoretical frameworks and real-life scenarios. The content is housed in your learning management system (ie. Canvas) and participants can sign in to the modules in multiple sessions to complete them and to use as a reference.

## What's a campus toolkit?

Hate/Uncycled is a hybrid learning model. Alongside the self-paced and live facilitated experiences, the program provides guides for participants and for others on campus to engage with the Hate/Uncycled topics. The toolkits can be used to review the material, to get ideas for group activities and events to host and to find additional strategies to take the learning into practice.



**Beyond the curriculum ...** When working toward cultural transformation, peer-to-peer impact and indirect program influence is important. Hate/Uncycled is a framework that encourages the entire campus to get excited to learn more about identity and inclusion, to gain a greater level of awareness about bias and to understand that there are resources on campus to help. Hate/Uncycled supports your campus with additional videos, communications messaging, posters and ways to build momentum about being a Hate/Uncycled school.

# PACKAGE RECOMMENDATIONS

ADL can recommend a **starter program package** based on one of these specific campus goals:

## 1. Raising Awareness (Prevent, Heal, Educate)

This package is designed to increase the community's comfort level with conversations about identity & inclusion, raising awareness of bias as barrier to belonging and success

- New Student Orientation (incoming students and student support positions)
- Identifying and Challenging Bias in Ourselves, in Others and in Systems (student leaders)
- Identifying and Challenging Bias in Ourselves, in Others and in Systems (administrators/ staff/faculty)
- Inclusive Policing (campus safety)
- Cases and Legislation Related to DEI in Higher Education (administrators)

OR

## 2. Building Resilient Communities (Prevent, Prepare, Heal)

This package is designed to help your campus assess policy and begin culture shift toward prevention strategies — building further understanding about identity, healing polarization about controversial issues and finding common ground across differences.

- New Student Orientation (incoming students and student support positions)
- Identifying and Challenging Bias in Ourselves, in Others and in Systems (administrators/ staff/faculty)
- Identifying and Challenging Bias in Ourselves, in Others and in Systems (student leaders)
- Crisis Readiness and Response Planning for Bias Incidents (administrators/faculty/staff)
- Free speech in campus Discourse (student leaders)
- Free speech in Policy and Practice (administrators/staff/faculty)
- Inclusive Policing (campus safety)

OR

### 3. Responding to Hate and Bias Incidents (Prepare, Respond)

This package is designed to build greater capacity across campus for responding to incidents. Participants will shape policy/protocols and will consider their specific roles and responsibilities in crisis management.

- New Student Orientation (incoming students and student support positions)
- Crisis Readiness and Response Planning for Bias Incidents (student leaders)
- Crisis Readiness and Response Planning for Bias Incidents (administrators/staff/faculty)
- Free speech in campus Discourse (student leaders)
- Free speech in Policy and Practice (administrators/staff/faculty)
- Online hate and harassment (campus safety, administrators)
- Understanding White Supremacist Ideologies and Tactics (campus safety/administrators)
- Violent Extremism 101 (campus safety/mental health staff/administrators)
- Introduction to Hate Crimes (campus safety)

OR

### 4. Understanding Free Speech (Prepare, Heal, Educate)

This package is designed to frame free speech as a positive tool for community-building. A broad spectrum of campus constituents will gain skills to utilize free speech principles for open discourse and inclusion.

- New Student Orientation (incoming students and student support positions)
- Identifying and Challenging Bias in Ourselves, in Others and in Systems (administrators/staff/faculty)
- Free speech in campus Discourse (student leaders)
- Free speech in Policy and Practice (administrators/staff/faculty)
- Cases and Legislation Related to DEI in Higher Education (administrators)
- Crisis Readiness and Response Planning for Bias Incidents (Bias Response Team)

# COURSE DESCRIPTIONS

## New Student Orientation (NSO)

(4 self-paced modules and campus toolkit)

New Student Orientation is a package that contains a set of self-paced modules paired with a campus toolkit. Incoming students will complete 4 self-paced online modules. Following the online portion, they will receive a packet of resources and activities for continued learning. Students will also be supported by other “touchpoints” on campus. Athletics staff, academic advisors and residence life staff will receive information and suggested tools to engage with incoming students on the topics of identity and inclusion, bias incidents and free speech.

### Modules Include:

Character Introductions

Identity and Inclusion

What Gets in the Way of Inclusion: Microaggressions and bias incidents

Free Speech and Community Dialogue

### Participants will:

- Practice using pronouns and introducing oneself with social identity characteristics;
- Better understand why identity matters on college and university campuses;
- Be introduced to definitions and theoretical models of identity, bias and free speech;
- Realize the impact of bias behavior and incidents on campus communities;
- Learn strategies for responding to bias behavior and bias incidents;
- Understand bias incident reporting policies and practices on campus;
- Use case studies and historical context to frame free speech on college and university campuses; and
- Be presented with counterspeech strategies and ways to foster dialogue in response to hate speech

**Format:** Online interactive, asynchronous, Embedded in Canvas

**Length of time:** 90 minutes; Self-Paced

**Number of participants:** up to 10,000 users, priced accordingly

**Materials:** Online Modules, PDF Toolkits



# Free Speech/Academic Freedom

(self-paced module)

An interactive session in which participants will review principles related to free speech and academic freedom. The session will help administrators assess the strengths and weaknesses of their campus's free speech policies. Participants will also be better equipped to evaluate how tools such as counterspeech and free speech zones can be used to build an inclusive campus climate and promote the free exchange of ideas.

## Module Versions Available:

[For Administrators, Faculty, Staff \(policy version\)](#)

[For Student Leaders \(student version\)](#)

## Participants will:

- Consider the importance of free speech and academic freedom on college and university campuses;
- Gain tips for managing prominent speakers, political protests, and hate speech;
- Practice using time, place and manner restrictions and counterspeech as campus engagement tools;
- Define the role of free speech monitors and Open Expression Teams;
- Dispel myths concerning what is protected speech (and what is not); and
- Come away with tools for assessing campus free speech policies

**Format:** Online interactive, asynchronous,  
Embedded in Canvas

**Length of time:** 30 minutes; Self-Paced

**Number of participants:** up to 500 users

**Materials:** Free Speech FAQ, Checklist for  
Managing Controversial Speakers



# Crisis Readiness & Response Planning for Bias Incidents

(3-week course — 10 hours total)

In order to build campus community, inclusion and equity, participants will learn to recognize and respond effectively and comprehensively to bias incidents, specifically through the lenses of prevention, preparation, response, healing and education.

## Course Versions Available:

[For Administrators, Faculty, Staff, Campus Safety](#)

[For Student Leaders](#)

## Participants will:

- Assess the campus's bias incident policies and practices and identify areas for enhancement and improvement;
- Employ a holistic approach to bias incidents by considering both their individual roles and their relationship to other departments and functions on campus;
- Understand and reflect on the progression and escalation of hate, from biased attitudes to bias-motivated violence to genocide; and
- Analyze and determine action steps on a range of bias incidents in order to differentiate risk assessment, forms of bias, campus culture and power dynamics.

*For each cohort, customization is available by choosing scenarios and discussion questions geared toward that group of participants.*

**Format:** Virtual mini course with synchronous and asynchronous content. Over a 3-week time period, participants will be all together with the facilitators 90 minutes per week at a designated time. Between sessions, participants will engage in discussion boards, small group action-planning and additional content such as short readings and videos. The course will be facilitated within canvas.

**Number of participants:** 20 – 30 per cohort

**Length of time:** 10 hours over a 3-week time period

**Led by two ADL facilitators**

**Materials:** Participant manual

# Understanding White Supremacist Ideologies and Tactics

(self-paced module)

This session is designed to provide participants with a better understanding of white supremacist trends on college and university campuses. The session will cover white supremacist propaganda and recruitment tactics and will equip participants with tools to recognize the evolving signs and symbols of white supremacist groups. Participants will also learn how to respond and communicate effectively across campus groups when incidents of hate arise.

## **Audience:**

**For Administrators, Faculty, Staff, Campus Safety**

## **Participants will:**

- Learn to differentiate between varied White supremacist ideologies;
- Gain access to a glossary of white supremacist signs and symbols;
- Practice with case studies in order to assess threat levels;
- Come away with tools to respond to hate group activity; and
- Consider ways to have conversations on campus about white supremacy

**Format:** Online interactive, asynchronous, Embedded in Canvas

**Length of time:** 50 minutes; Self-Paced

**Number of participants:** up to 500 users

**Materials:** ADL Center on Extremism Reports

# Identifying and Challenging Bias in Ourselves, in Others and in Systems

(3-week course — 10 hrs total)

In this session, administrators will build the knowledge, skills and mindset to recognize, understand and challenge bias. Faculty, staff and administrators will consider how bias impacts the campus community and learning environments and be prepared to contribute to policies and practices grounded in the principles of diversity, equity, inclusion and belonging.

## Course Versions Available:

[For Student Leaders](#)

[For Administrators, Faculty, Staff](#)

## Participants will:

- Understand aspects of their own identity and their relationship to systems of bias and oppression;
- Adopt a shared language for discussing diversity, equity, inclusion and belonging on campus;
- Assess their own biases and their prior knowledge of diversity, equity, inclusion and belonging issues, and identify opportunities for learning and growth; and
- Develop skills to challenge biased attitudes and behaviors in themselves, others, and the classroom and campus culture and practices.

*For each cohort, customization is available by choosing scenarios and discussion questions geared toward that group of participants.*

**Format:** Virtual mini course with synchronous and asynchronous content. Over a 3-week time period, participants will be all together with the facilitators 90 minutes per week at a designated time. Between sessions, participants will engage in discussion boards, small group action-planning and additional content such as short readings and videos. The course will be facilitated within canvas.

**Length of time:** ~10 hours total over a 3-week time period

**Led by 2 ADL facilitators**

**Number of participants:** 20–30 per cohort

**Materials:** Participant manual



# Trends in Online Hate and Harassment

(self-paced module)

An interactive session designed to help participants better understand and navigate the rise of online hate and harassment and its links to campus life. Students will learn basic vocabulary about online behavior and internet crimes and will be given resources to identify and counter these trends.

**Audience:**

**For Administrators, Faculty, Staff**

**Participants will:**

- Learn definitions for common online tactics such as doxing and swatting;
- Gain insight into the gaming culture and what online players experience;
- Assess scenarios presenting on- and off-campus social media use; and
- Consider best practices for responding to incidents

**Format:** Online interactive, asynchronous, Embedded in Canvas

**Length of time:** 30 minutes; Self-Paced

**Number of participants:** up to 500 users

**Materials:** ADL Center for Technology and Society Reports



# The Basics of Cases and Legislation in Higher Education

(self-paced module)

In this interactive session administrators will be given tools to better understand our legal systems. They will learn how to evaluate the potential impact of legislation and court cases on the higher education landscape. Participants will also be given guidelines to determine when and how to engage with colleagues, students, and external constituents on these issues.

## Audience:

For Administrators, Faculty, Staff

## Participants will:

- Understand the historical impact of higher education legislation on college and university campuses;
- Assess examples of Title VI and Title IX regulations; and
- Gain tools for reading higher education court cases and legislation, considering when, how, and why should you pay attention.

**Format:** Online interactive, asynchronous, Embedded in Canvas

**Length of time:** 30 minutes; Self-Paced

**Number of participants:** up to 500 users

**Materials:** ADL Civil Rights Updates

# Introduction to Inclusive Policing

(interactive presentation)

This session will provide campus law enforcement and campus safety personnel with a framework for building trust and legitimacy: Inclusive Policing (IP). IP is a collaborative approach to policing that integrates principles of adaptive leadership and stakeholder driven problem-solving through four key principles; valuing cooperation over compliance; cultivating a culture of self-care rather than stoicism; developing solutions with rather than for communities; and encouraging proactive transparency rather than reactive accountability.

**Audience:**

**For Campus Safety and Campus Police Teams**

**Participants will:**

- Gain an understanding of the four core principles of inclusive policing;
- Further their knowledge of key factors driving trust and legitimacy; and
- Consider strategies for increasing collaborative engagement with the community they serve.

**Format:** Live virtual interactive presentation with discussion

**Number of participants:** up to 25

**Length of time:** 2 hrs

**Led by one ADL facilitator**

**Materials:** N/A



# Introduction to Hate Crimes

(interactive presentation)

This workshop introduces a series of tools and practices to enhance law enforcement's capacity to prevent and respond to hate crimes. Participants learn to identify key elements of bias-motivated crimes, strengthen their understanding of the legal framework (customized to the specific jurisdiction), enhance skills related to investigation and documentation of bias-motivated crimes and deepen their appreciation for the importance of preventing and addressing bias-motivated crimes. Introduction to Hate Crimes is an interactive, discussion-based program incorporating scenario work appropriate for all law enforcement audiences.

**Audience:**

**For Campus Safety and Campus Police Teams**

**Participants will:**

- Learn key terms and concepts related to hate crimes;
- Gain greater knowledge of indicators of bias motivated crimes; and
- Be presented with strategies for addressing hate crimes.

**Format:** Live virtual interactive presentation with discussion

**Number of participants:** up to 25

**Length of time:** 2 hrs

**Led by one ADL facilitator**

**Materials:** N/A



# Violent Extremism 101

(interactive presentation)

In this session, participants will learn how to identify vital indicators of progression from extremist ideology towards motivation to commit violent extremist acts. Beginning with a foundational knowledge of key terms and concepts related to violent extremism, participants will expand their understanding of violent extremism, their appreciation for the threat's gravity, and the role they play in addressing it. Violent Extremism101 is an interactive, discussion-based program incorporating scenario work appropriate for all law enforcement audiences.

## Audience:

For Campus Safety and Campus Police Teams

## Participants will:

- Understand key terms and concepts related to violent extremism;
- Learn indicators of progression towards violence;
- Consider levels of threat posed by violent extremism;
- Gain strategies for addressing violent extremism.

**Format:** live virtual interactive presentation with discussion

**Number of participants:** up to 25

**Length of time:** 2 hrs

**Led by one ADL facilitator**

**Materials:** N/A



ADL is a leading anti-hate organization. Founded in 1913 in response to an escalating climate of anti-Semitism and bigotry, its timeless mission is to protect the Jewish people and to secure justice and fair treatment to all. Today, ADL is today a global leader in exposing extremism, delivering anti-bias education, and fighting hate online. ADL's ultimate goal is a world in which no group or individual suffers from bias, discrimination or hate.