What is “Civility?”

Respectful Kind Get Along
Respect Differences CIVILIZED
Work Together Courteous
Self-Respect Compassion
Social Justice Diversity Inclusion
Good Citizenship Community

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Reach Out
I will reach out to be kind to those who are treated badly or left out.
I will help others think things through or resolve conflict.

Say “Stop”
If it is safe, I will publicly tell someone being hurtful to stop.
I will help someone who was hurtful stop, own it, and fix it.

REPORT CONCERNS
If it is a serious situation, I will tell an adult who can help.

Stop, Own It, and Fix It
I will always remember that my choices show who I truly am.
I will stop myself and make things right if I have been hurtful.

BE POSITIVELY Powerful
If someone is hurtful, I will keep my personal power and respond in a positive way.
I will focus on the good and make a positive difference.

Foundational Strategies
Incorporated into
Embrace Civility

Overview of Strategies

- Overall Approach
  - Shift to Positive
  - Engage Student Leaders
  - Increase student skills

- Positive Influence
  - Social Norms
  - Psychology of Influence

- Positive Psychology
  - Positive focus
  - Mindfulness
  - Self-regulation
  - Problem solving
  - Character strengths
  - Kindness

Shift to Positive
There are many forms of hurtful behavior:

- Bullying
- Discriminatory harassment
- Sexual harassment
- Sexual assault
- Physical harm or threat
- Dating abuse
- Disrespect
- Retaliation
- Relational aggression
- Hazing
- Mobbing
- Conflict or “drama”
- Hurtful by mistake
- Self-Bullying

\[\text{THE BOTTOM LINE}\]

All students need skills to avoid and resolve all forms of hurtful behavior.

ENGAGE STUDENT LEADERS

- Identify kind, compassionate, and inclusive students
- Empower them to leadership roles to foster a kind, compassionate, and inclusive school and online environment
  - With adults as “guides by the side”

INCREASE STUDENT SKILLS

- All students must gain the skills to effectively and independently handle hurtful incidents
  - Step in to help if they witness a hurtful incident
  - Stop themselves and make things right if hurtful
  - Respond effectively if treated badly

POSITIVE SOCIAL NORMS

- Social norms are unwritten expectations about how people will behave and interact with each other in different environments
  - Norms are different in different environments
  - What are the social norms about how students will treat each other in your school?

NORMS INFLUENCE BEHAVIOR

- If students believe that the majority of students think it is okay to be hurtful, then some students will be hurtful.

- If students know that the majority of students do not like to see their peers be hurtful, they are less likely to be hurtful.
WAYS TO FOCUS ON NORMS

- Embrace Civility survey
  - Students will “lean in” to learn about what their peers think about how they treat each other
- Positive messaging
- Extension Activities
  - Positive activities
  - Wall of Thanks

POSITIVE NORMS

Q: What is your normal reaction if you see a student being hurtful to another?
- 89% I really do not like to see this happen
- 5% Don’t care one way or the other
- 4% This happens all the time, so it is no big deal
- 2% The person probably deserved it

Q: What kinds of people do you admire?

How (Name of School) Students Described Those Who Step in to Help

Awesome BRAVE Amazing Nice
Confident Strong Kind Friend Responsible
Caring Respectful HERO Leader
Courageous Smart Admirable

EXTENSION ACTIVITIES

Random Acts of Kindness Campaign
Wall of Thanks
Poster Competition
Community Projects
Celebrate Strengths
Beyond Differences

Posters

Strength in Numbers

80% of Crystal Lake 6-8th grade students say students should NOT tease in a mean way, call others hurtful names, or spread unkind stories about other students.

Source: Results are from an October 2022 survey of grades 6-8 at Crystal Lake Academy with 309 student participants.
A great organization that seeks to end social isolation!

Another great organization
Lots of lesson plan ideas

**Psychology of Influence**

- Very helpful insight on how to influence behavior.
  - Of those who are hurtful to help them stop, own it and fix it.
  - Of those who witness to encourage them to step in to help.

**Reciprocity**

- “How would you feel if someone did that to you?”
- Emphasize the Golden Rule.
  - The most important reason for why students would not be hurtful.
**There a “Golden Rule” in Every Religion and Spiritual Philosophy in the World**

- Australian Aboriginal: “All persons matter. All of us belong.”
- Baha’i: “Choose thou for thy neighbour that which thou choosest for thyself.”
- Brahmanism: “Do naught unto others which would cause you pain if done to you.”
- Buddhism: “Hurt not others in ways that you yourself would find hurtful.”
- Christianity: “And as ye would that men should do to you, so do ye also to them likewise.”
- Confucianism: “Do not do to others what you do not want them to do to you.”
- Hinduism: “This is the sum of duty: do not do to others what would cause pain if done to you.”
- Humanism: “Don’t do things you wouldn’t want to have done to you.”
- Islam: “None of you [truly] believes until he wishes for his brother what he wishes for himself.”
- Jainism: “A man should wander about treating all creatures as he himself would be treated.”
- Judaism: “Thou shalt love thy neighbor as thyself.”
- Native American: “Respect for all life is the foundation.”
- Shinto: “The heart of the person before you is a mirror. See there your own form.”
- Sikhism: “Don’t create enmity with anyone as God is within everyone.”
- Taoism: “Love the world as your own self; then you can truly care for all things.”
- Unitarian: “Justice, equity and compassion in human relations.”
- Wiccan: “An it harm none, do what ye will.”

**Commitment**

- “How does this fit with your personal values?”
- Ask students to make a commitment to embrace civility.
  - Included in Think Things Through document.
  - Find other ways.

**Social Proof**

- “What do others think?”
  - Emphasize positive social norms.
  - Repeating. 😊

**Liking**

- “What would those you like and admire think?”
- Focus attention on those who students admire
  - Included in key survey question.
  - Student Leaders to deliver messages.

**Authority**

- “What would your mom or dad or other adult who you admire think?”
  - Encourage students to consider the values of those they consider trusted adults.

**Scarcity or Loss**

- “How could this damage your reputation or lead to other loss?”
- Stress the loss of a positive reputation and friendships by focusing on positive norms.
  - Also possibility of punishment.
**Positive Psychology**

- Positive Psychology is the scientific study of the strengths and virtues that enable individuals and communities to thrive.
- Founded on the belief that people want to lead meaningful and fulfilling lives, to cultivate what is best within themselves, and to enhance their experiences of love, work, and play.

**Positive Focus**

- Something that happened that I am thankful for.
- Something I did that I am proud of.
- Who I connected with today in a positive way and how this made me feel.
- How I reached out to be kind.
- A challenge I faced and how I successfully thought things through.
- A goal of mine and one action I took to accomplish this goal.
- How I used a personal strength of mine.

**Mindfulness**

- Mindfulness practice helps think things through to develop personal strategies to self-regulate.

**Self-Regulation**

- How I reached out to be kind.
- A challenge I faced and how I successfully thought things through.
- A goal of mine and one action I took to accomplish this goal.
- How I used a personal strength of mine.

**Character Strengths**

- VIA Institute on Character.
  - Identified 24 character strengths.
  - Survey on their site appropriate for teens.
  - Educational activities.
  - Brief survey on Embrace Civility in the Digital Age site.
**Character Strengths**

- Website has a free survey for teens and adults to identify their personal strengths
- More ideas for Expansion Activities

**Problem Solving**

- Increase abilities to *Think Things Through*
  - What is the situation?
  - What do I want to accomplish?
  - What strategies could I use?
  - Is each in accord with my values and strengths?
  - For each, what might happen?
  - What is my best choice?
  - If that does not work, what else could I do?

**Problem Solving**

- “Think Things Through” a universal theme
  - Ensure understanding of situation
  - Establish goal
  - Identify possible strategies
  - Consider possible consequences
  - Weigh pros and cons
  - Evaluate effectiveness

**Think Things Through**

- Help someone treated badly
- Help others resolve conflict
- Help someone who was hurtful stop, own it, and fix it
- Decide how to fix it if you have been hurtful
- Decide how to respond if someone was hurtful

**Being Kind**

- Research on kindness ...
  - Kindness is contagious--witnessing kindness leads other people to be kind.
  - Being kind helps people feel stronger, more energetic, calmer, less depressed, and leads to increased feelings of self-worth.
BEING KIND

Hello! We are the Random Acts of Kindness Foundation. We believe that kindness starts with one: One compliment, one smile, one kind act, one person.

- Kindness lessons, stories, videos, ideas, posters
- More ideas for Expansion Activities

Thanks for Your Attention