

BUILDING AND MAINTAINING YOUR NO PLACE FOR HATE® COMMITTEE

A strong No Place for Hate committee is the foundation for creating sustainable positive change in your school's climate. It is important to consider the ratio of students to adults, representation of demographics across the school on the committee, how often the committee will meet, how the committee will meet, and what role the committee will play throughout the year. Below are a few tips to help you build a strong committee.

Recruiting Committee Members

ADL requires that you have at least two No Place for Hate coordinators, one administrator, one additional school staff member, two family members and several students on your No Place for Hate committee. In addition, ADL recommends having a student to adult ratio of at least 2:1. The ideal range for committee size is between 15-25 members, but you may choose to have more if you have specific ways to actively engage members.

Begin by sending out information through several mediums (email, social media, website announcements, virtual classroom postings, etc.) about No Place for Hate in the communications you send to families and students at the beginning of the school year, including clear expectations for participation. Have a dedicated way for students and family members to express interest in joining the committee (e.g., Google form, email reply, etc.). Make your committee member selections based on the list of volunteers. Establish a committee membership agreement; it is essential to provide clarity about the time commitment and communication expectations involved with participation.

How, When and Why the Committee Will Meet

We recommend creating a consistent schedule of meetings at the beginning of the year so all members understand the time commitment for joining the committee. ADL requires that the committee meet no less than four times during the school year as a full committee. Beyond that, you can choose to convene sub-committees to discuss specific tasks as needed. To ensure that all committee members know the expectation of participating on the committee, ADL recommends that a committee agreement is established by the first meeting date. In this document, you can include the schedule of meetings, where those meetings will be conducted and guidance for participation. We also recommend having specific agendas for each meeting that engage committee members and allow them to share any progress with each other.

Select a method of communication that works for all committee members. Below are options for tools to connect with committees both virtually and remotely.