



FOUNDATION  
AGAINST  
INTOLERANCE  
& RACISM



**The  
Pro-Human  
Answer to  
Intolerance  
& Racism**

**FAIR** in   
**Education**

# About FAIR



The Foundation Against Intolerance and Racism (FAIR) is a nonpartisan organization dedicated to advancing civil rights and liberties for all Americans, and promoting a common culture based on fairness, understanding, and humanity.

## **pro-human** *adjective* \ 'prō-'hyū-men \

Advocating for one human race, universal civil rights and liberties, and compassionate opposition to racism and intolerance rooted in dignity and our common humanity.

## **Fairness**

"I seek to treat everyone equally without regard to skin color or other immutable characteristics. I believe in applying the same rules to everyone, and reject disparagement of individuals based on the circumstances of their birth."

## **Understanding**

"I am open-minded. I seek to understand opinions or behavior that I do not necessarily agree with. I am committed to seeking the objective truth through honest inquiry. I am tolerant and consider points of view that are in conflict with my convictions."

## **Humanity**

"I recognize that every person has a unique identity, that our shared humanity is precious, and that it is up to all of us to defend and protect the civic culture that unites us."



## FAIR in Education

FAIR in Education recognizes the unique and complex challenges faced by K-12 schools and educators. To address these challenges, we offer comprehensive consulting services that promote our compassionate, constructive, and pro-human approach to countering racism and intolerance in school communities. FAIR's educational services and resources help schools create positive learning communities and encourage a sense of belonging by emphasizing the values of fairness, understanding, and humanity.

We inspire and empower students, teachers, administrators, board members, and families to work together toward a more optimistic future.

# FAIR Teacher Training Workshops

**Goal: to create a culture of fairness, understanding and humanity in K-12 schools and classrooms.**

FAIR Teacher Training offers a customized approach to professional development. Schools select from a menu of topics to build on the core Pro-Human Classroom and Building Trust workshops and develop a training tailored to their community. Preliminary consultation is included, and follow-up support and coaching are available. All trainings are offered in K-5 and 6-12 versions and may be further adapted by grade level band.



## The Pro-Human Classroom

This workshop will focus on how to create a culture of fairness, understanding, and humanity in the classroom. Teachers will learn to assess and improve classroom climate with the pro-human teaching rubric, support student viewpoint diversity, and help students build connections and understanding across cultures. The workshop will include methods practice through scenario planning and hands-on work with FAIR's classroom support tools.



## Building Trust with Parents and Communities

School communities are fragmenting around political and ideological differences. This workshop will offer a path to restoring trust and partnership between schools and families. We will review schools' legal responsibilities, communication protocols, and bridge-building strategies to re-engage families as partners in the work of educating American children.



## FAIR Classical *(in development)*

FAIR's commitment to individual civil liberties and a common culture of fairness, understanding, and humanity connects directly with the mission of classical education. This training will demonstrate the inclusivity inherent in the classical approach, introduce classically aligned resources for educating in the Black intellectual tradition, and prepare educators to confidently make the case that classical education is for everyone. Teachers will support their students in truthfully acknowledging the problems of the past while celebrating the good, the true, and the beautiful.



## FAIR At-Risk Youth *(in development)*

This workshop will offer an overview of the challenges facing many American children and teens, including homelessness, incarceration, drug abuse, gang involvement, human trafficking, mental health challenges, and more. Our most at-risk learners are being divided by race-essentialist ideologies. We will explore a pro-human approach to classroom management and strategies to help students grow academically despite the most challenging life circumstances.





## **FAIR Literacy** *(in development)*

This workshop series helps teachers formulate a pro-human approach to literacy instruction that fits the needs of their students and communities.

### **Part I: Reading and Literature**

How can we offer students a hopeful, restorative, and optimistic lens for the study of literature? How can we choose texts, craft discussion questions, guide student discussions, and create extension projects that deepen literary understanding and celebrate the shared humanity of authors and readers? The pro-human approach to literature instruction emphasizes the importance of “listening” to authors before engaging critically with texts, considering the historical and cultural context of works of literature, and approaching books with curiosity and open-mindedness.

### **Part II: Writing**

Writing is an act of personal expression and can be felt as a risk, especially in the current “cancel culture.” Teachers will learn to support young writers in engaging with a range of ideas, including those with which they disagree; developing their own positions and voices in an environment free from intimidation or indoctrination; and writing with confidence, courage, and compassion. Teachers will discuss challenging topics in writing instruction, including linguistic diversity, conventions of “school English,” and student responsive writing assessment.



## FAIR Pro-Human Conferences

FAIR in Education is available to partner with K-12 schools to plan and host a customized Pro-Human Conference on your campus. The goal is to build school unity and advance values of fairness, understanding, and humanity. Renowned race-relations expert Daryl Davis is available as a key-note speaker, and FAIR staff lead break-out sessions for youth and/or adult participants. Both half-day and full-day programming are available.

## FAIR Consulting on Policies, Guides, and Communications

FAIR in Education provides schools and educators with support in developing constructive policies, guides, and other documents to help establish the foundational values necessary to foster healthy school communities. We also offer comprehensive external reviews of communications materials such as websites, policy statements, school publications, and more. We share concrete and actionable feedback on your messaging and policies to highlight pro-human values, such as compassion, courage, fairness, understanding, and a sense of shared humanity.

## FAIR High School Clubs

FAIR High School Clubs allow students to explore and understand different perspectives on complex topics. Our clubs aim to encourage students to be open, to seek understanding, and to stand up for their values in a respectful and constructive way. All FAIR High School Clubs, which are fully adaptable based on the interests and needs of a particular school's students and staff, are designed to foster understanding and cohesion within school communities.



### Point-Counterpoint

This research-and-discussion based activity aims to foster curiosity, intellectual humility, and empathy by asking students to consider someone else's perspective as a means of true inquiry. Using diverse FAIR-curated sources that offer a variety of perspectives, students grapple with ideas with which they may agree or disagree and then form and share their own perspectives while practicing constructive dialogue from a place of true understanding.



### Reach Across the Divide

This high school club activity seeks to build understanding and trust around contentious issues by asking students to choose a difficult or controversial topic, to interview peers or family members with whom they disagree, and to practice active listening in an effort to more deeply understand different positions. With their peers, students experience the challenges, benefits, and opportunities of actively listening to and understanding those with whom they disagree.



### Civil Discourse Panel Discussions

Students organize panel events with outside speakers (provided by FAIR and other aligned organizations) who model how to engage in academic discussion while displaying civility and good faith. Students engage in the logistics of planning, including inviting speakers and moderators, developing questions, and finding venues and audiences. Students can extend this activity by creating their own student-panel discussions that bring together individuals in the community who have different opinions as they model mutual respect and constructive conversations among their peers.

## **FAIR**story Curricular Resources *(in development)*

### **FAIR**story Introduction to Ethnic Studies High School Course

#### **Introduction**

The FAIR Introduction to Ethnic Studies course explores the true diversity within and among ethnic groups in American society by highlighting the challenges these groups have faced, the resources they have used to meet those challenges, and the positive contributions they have made to the American story. FAIR's ethnic studies course celebrates not only the beauty of diversity, but also the universal traits shared by Americans of different backgrounds. Exploring these universal traits will enable students to relate the subject of ethnic studies to the concepts of American and human identity, and to connect what they learn in ethnic studies to other subjects such as civics, American history, economics, and government.

#### **Framework**

The FAIR Introduction to Ethnic Studies course is structured into three parts. Part One (8 weeks) explores the relationship between ethnicity, identity, and humanity; American governing principles and laws in theory and practice; and the history of immigration, including the challenges immigrants faced and opportunities they found in America. Part Two (28 weeks) explores the lived experiences of people of particular ethnic, ancestral, and cultural backgrounds in the U.S. Part Three (4 weeks) finishes with a capstone project in which students draw upon all they have learned and researched to author their own narratives as unique human beings within the framework of the American story.

### **FAIR**story K-12 Pro-Human Curricular Resources

FAIRstory's K-12 Pro-Human Curricular Resources include lessons and unit plans based on [FAIR's Learning Standards](#) and guiding principles of fairness, understanding, and humanity.

FAIR elementary curricular resources center a literacy-based approach to character development that cultivates fairness, understanding, and humanity in students in grades K-5. For middle and high school students, FAIR's lessons and units can stand alone or align with pre-existing units in civics, social studies and the humanities.

## **Contact Us**

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