



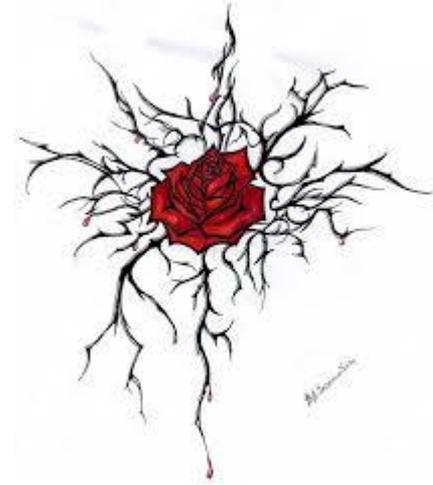
Interrupting the Pyramid of Hate

Advisory #8

September 30, 2020

Check in: Rose or Thorn

In the chat, write down one Rose (something that's gone well this last week) or one Thorn (something that you wish were better).





Cupertino Community Statement

Cupertino High School is a community where all students should feel safe, welcome, and included. We are here to learn and support each other, seeing our differences as sources of strength and empowerment. We denounce racism and racial discrimination as well as all other forms of bias. We commit to speaking up.

*“Every day, you have
the power to choose
our better history—by
opening your hearts
and minds, by
speaking up for what
you know is right.”*

Michelle Obama



Today's Objectives

- I can explain how hate can grow if left unchecked using the Pyramid of Hate as a model.
- I can place examples of biased actions and speech on the Pyramid of Hate.
- I can give an example of each level of the Pyramid of Hate.
- I can respectfully discuss these issues with my classmates.

Norms for Breakout Rooms

- Stay engaged and listen deeply
- Be true to yourself while being kind and respectful to others
- Be free from distractions
- Use your “speak up” tools to interrupt, question, educate, or echo.
- Do your best to turn on your camera and turn on your mic.





The Danger of Silence



Reactions to the video

What words or phrases stuck out to you from the video? Why?

Why are we learning about racial bias and how to respond to it?

Here are some actual events at Cupertino High School.

- A group of boys in a science lab group tormented their female lab partner, who was Mexican American, with racist and sexist taunts.
- Several of our Muslim students have reported being mocked or harassed simply because they're Muslim.
- Students are heard using the N word when talking to each other.
- A student turned in a math assignment with swastikas drawn in the margins and in an English class a student drew chains on the wrists and ankles of an African American family to make them look like slaves.



Terms and definitions

[Pyramid of Hate Terms and Definitions](#)

[Pyramid of Hate Terms and Definitions](#)



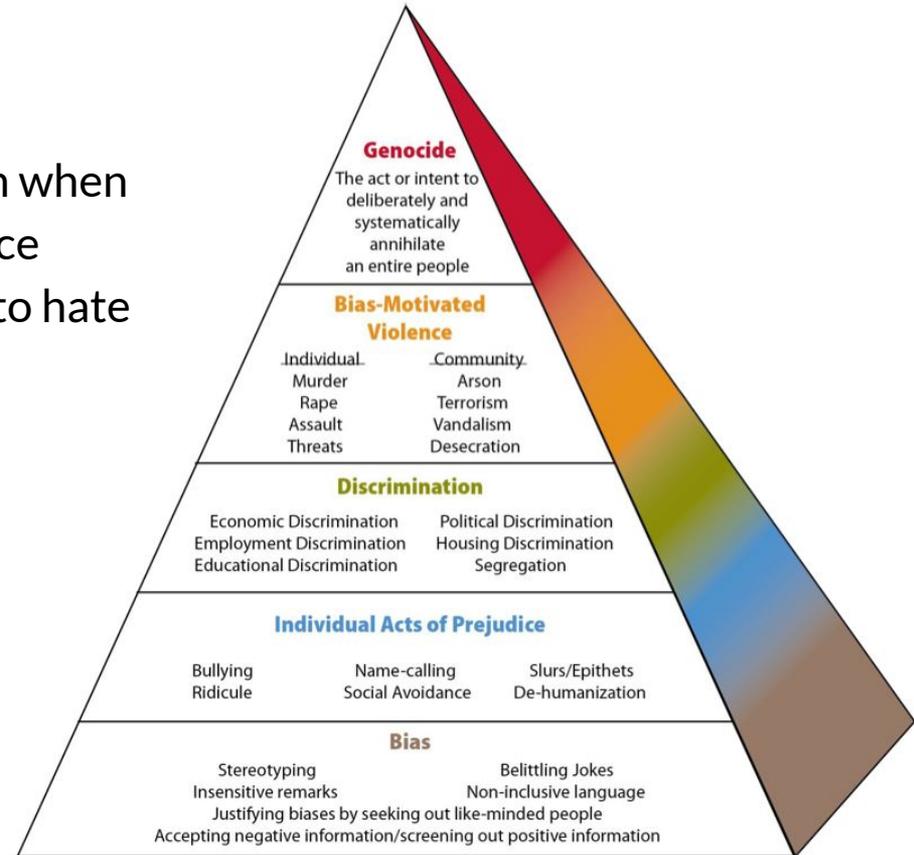
The Reality Behind the Words

[Pyramid of Hate Reality Behind the Words Worksheet](#)

[Pyramid of Hate Reality Behind the Words Worksheet](#)

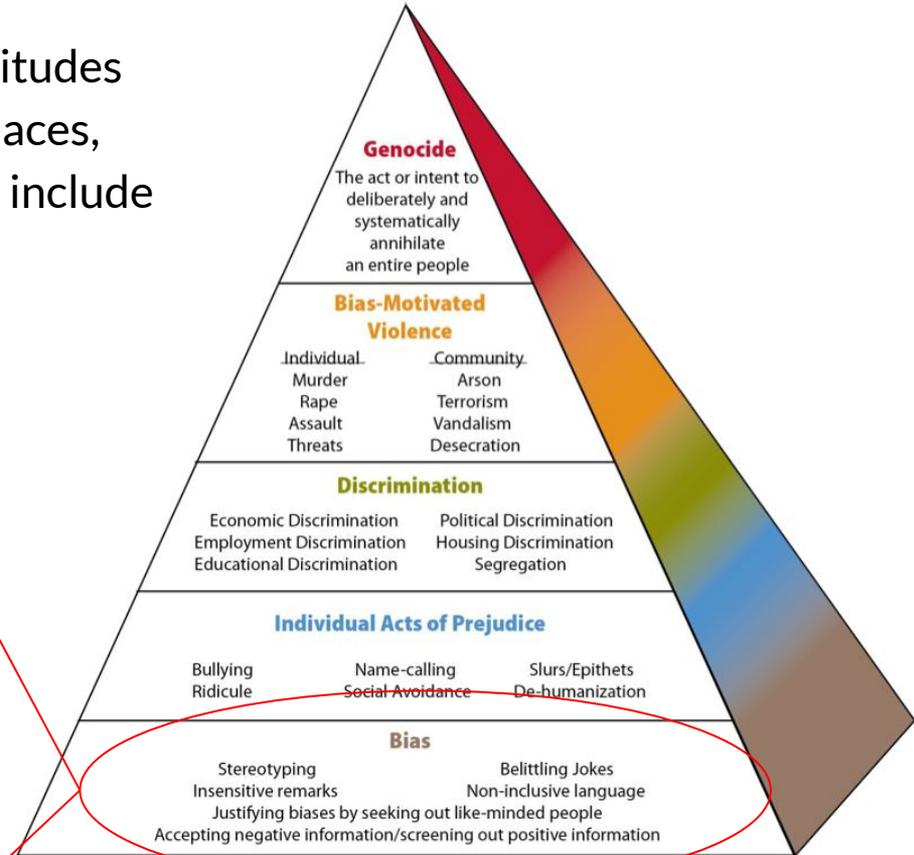
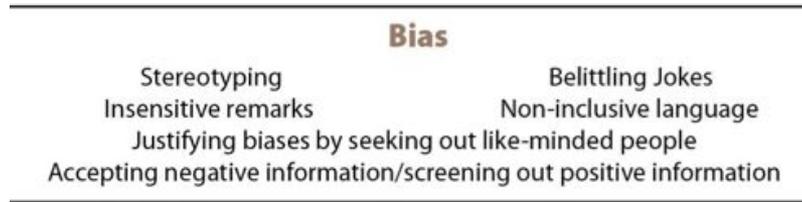
What happens when we do nothing?

The Pyramid of Hate shows what can happen when hate is left unchecked. The seeds of hate, once planted, can quickly grow from biased ideas to hate violence.



Level One: Biased Attitudes

The base of the pyramid describes biased attitudes we see and hear every day in schools, workplaces, communities, and even dinner tables. These include non-inclusive language, stereotypes, microaggressions or insensitive remarks.





Two types of bias:

Explicit Bias

- expressed directly
- consciously held
- a choice

Implicit Bias

- expressed indirectly
- unconsciously held
- brought about by societal conditioning

HOMEWORK HELPERS I did it!

Feelings

Trace. Draw the child's face to match the feelings.



happy



sad



pride



angry

© Carson-Dellosa

12

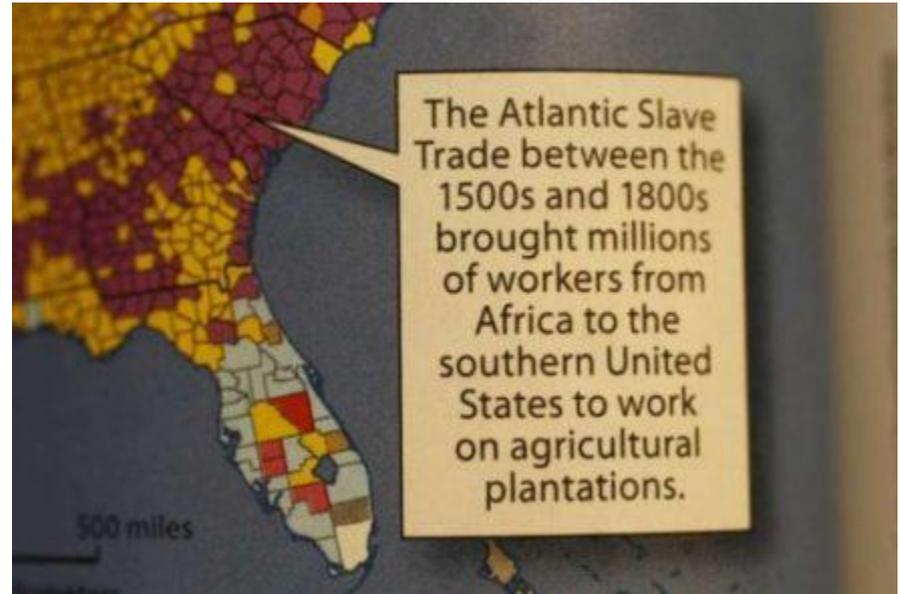
FS109027 • Vocabulary Development

What IMPLICIT Biases are being reinforced with these images in a children's workbook? Why does it matter?

High School Texts also often include implicit bias

This Geography textbook image uses the word “workers” and “brought” to describe the human beings stolen from their land and forced into labor and lifelong bondage and violence.

Why does this matter?





Another example from *The American Pageant*

In this example, the writer, David Kennedy, suggests that black slaves were given more freedoms than we are typically aware of and that these freedoms were willingly granted by white slave owners:

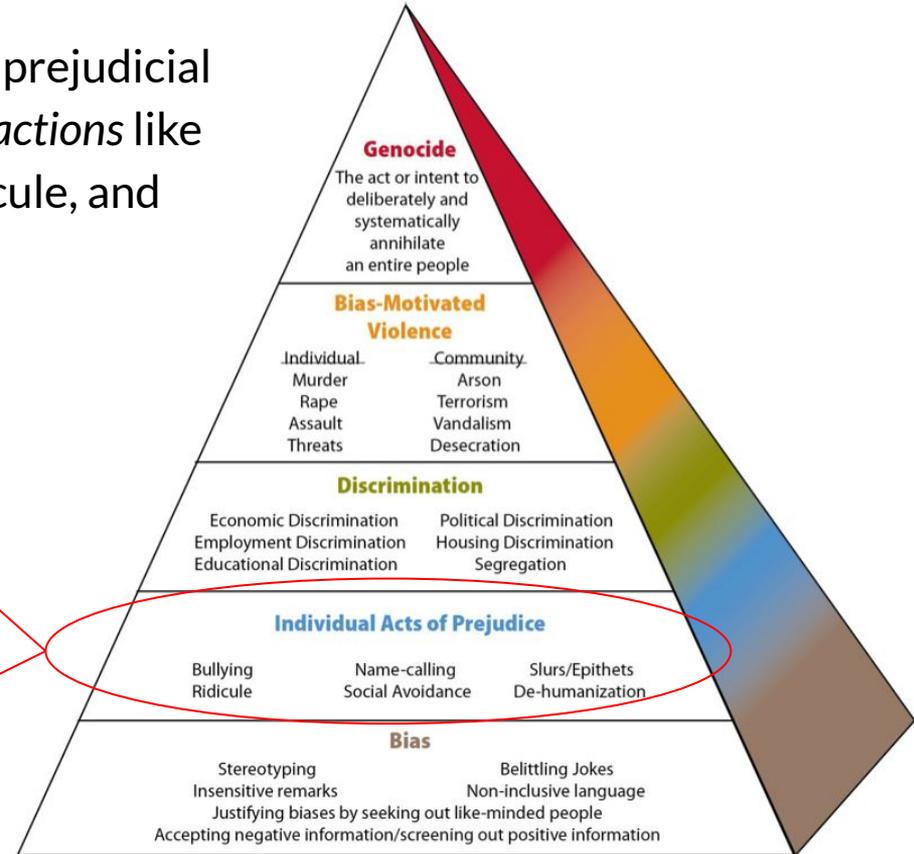
Within this paternalistic system, black slaves were able to make reciprocal demands on their white owners and to protect a “cultural space” of their own in which family and religion particularly could flourish. The crowning paradox of the slaveholder paternalism was that in treating their property more humanely, slave-owners implicitly recognized the humanity of their slaves and thereby subverted the racist underpinnings upon which their slave society existed.

Level 2: Acts of Prejudice

Based on biased attitudes, we then form prejudicial feelings about a group which can lead to actions like bullying, scapegoating, biased jokes, ridicule, and name-calling.

Individual Acts of Prejudice

Bullying
Name-calling
Slurs
Ridicule
Social Avoidance
Dehumanization



Turning implicit biases into individual acts of prejudice



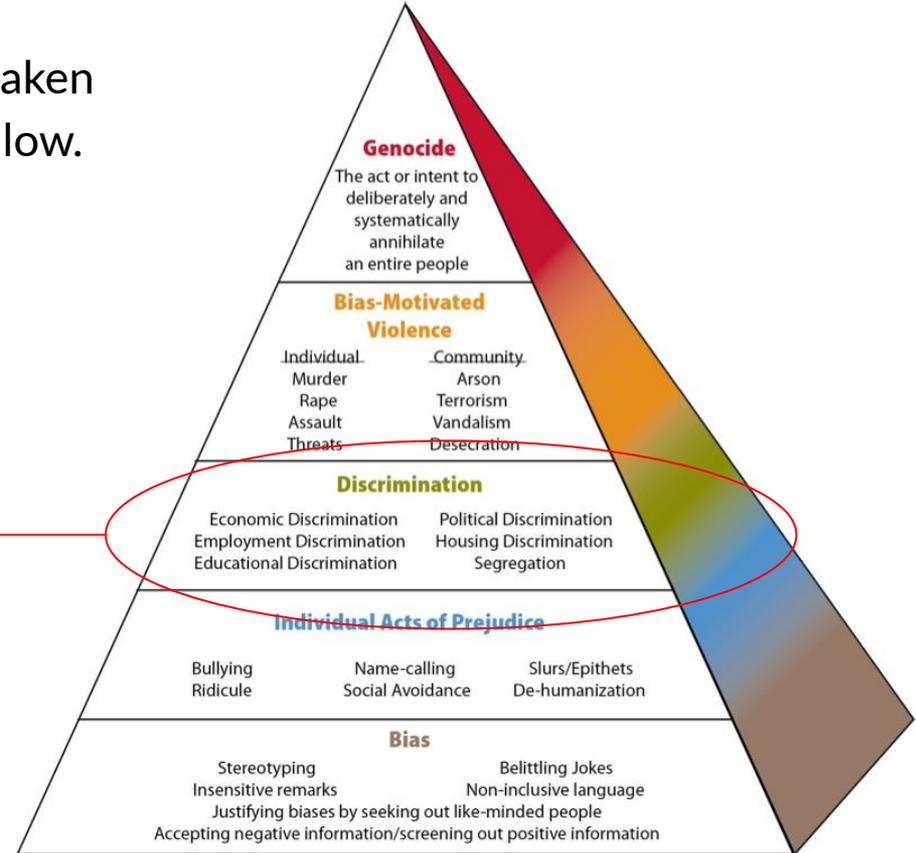
How might these biases/assumptions against one of them?

Level 3: Discrimination

Once biased attitudes and acts of bias have taken hold, more formal DISCRIMINATION can follow.

Discrimination

Economic discrimination
Employment discrimination
Housing discrimination
Educational discrimination
Political discrimination
Segregation



According to Home Owners Loan Corporation (HOLC) in the 1930s...

Green = First Grade/Best

Blue = Second Grade/Still Desirable

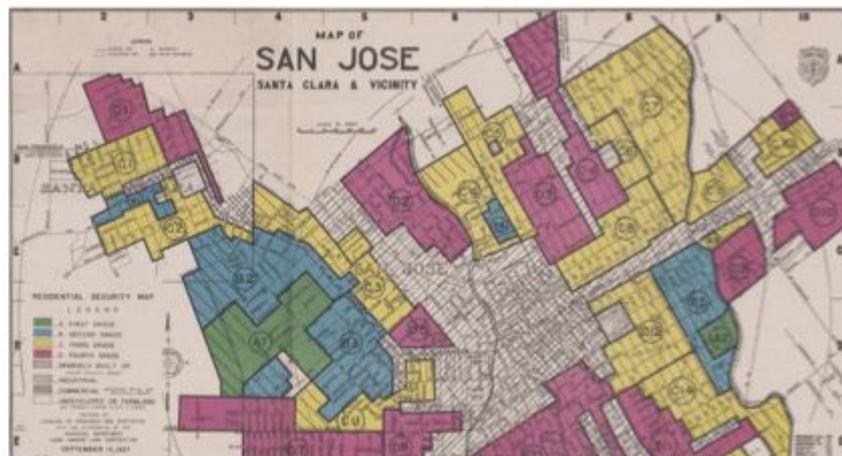
Yellow = Third Grade/Definitely Declining

Red = Fourth Grade/Hazardous

residential areas were designated as areas for persons of color. **Government agencies coded cities based on demographics, creating a blueprint for segregated neighborhoods.**

Other = Sparsely Built, Industrial, Commercial & Undeveloped

Discrimination: Segregation by Redlining



Level Four: Bias-Motivated Violence

When discrimination is unchecked, acts of bias-motivated violence can occur in schools and communities, including desecration of property, threats and assaults, but also arson, terrorism, and murder.

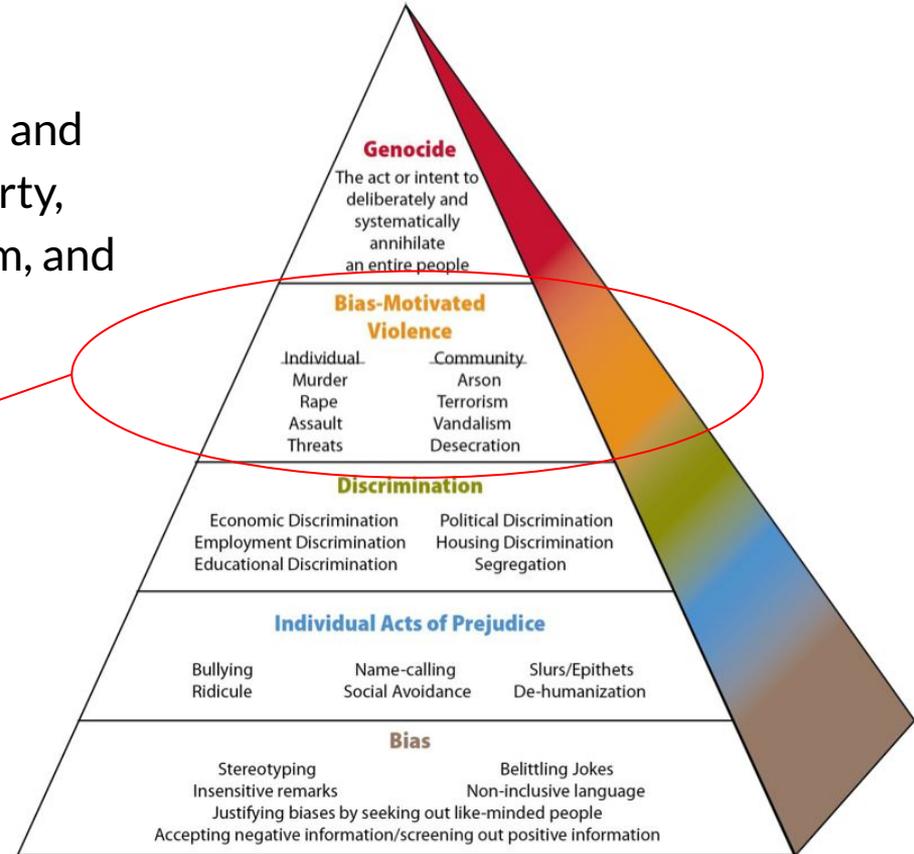
Bias-Motivated Violence

Individual

Murder
Rape
Assault
Threats

Community

Arson
Terrorism
Vandalism
Desecration



El Paso Walmart Shooting, 2019

In August 2019, 23 people were killed in a Walmart in El Paso, Texas.

The shooter confessed to the crime and stated that he had been “targeting Mexicans.”

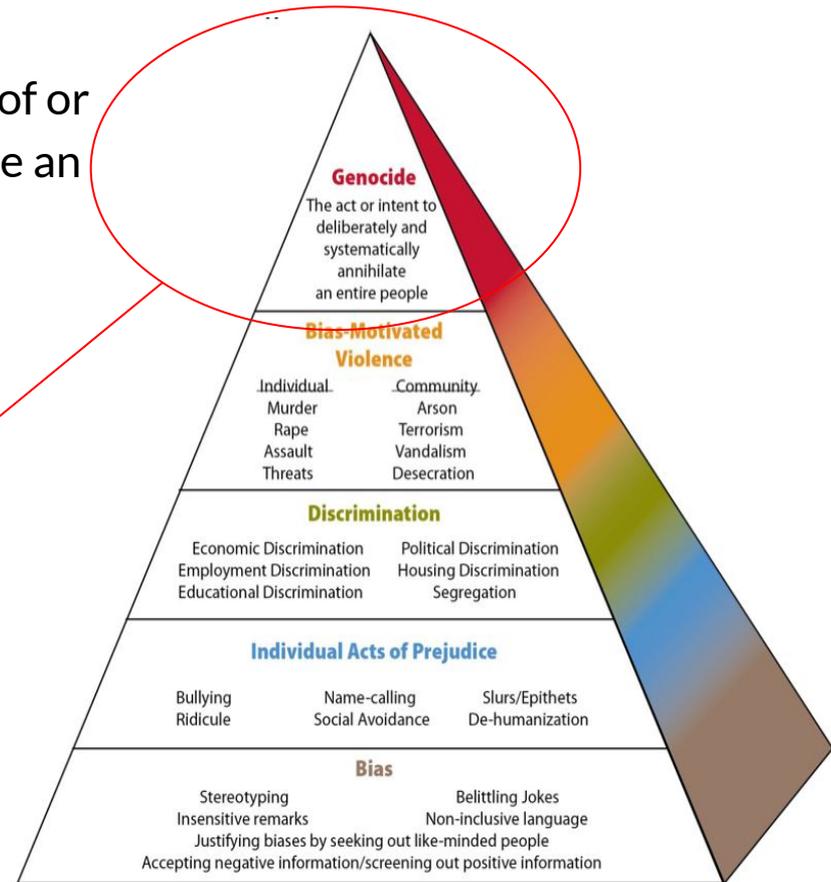
The language he used to describe his actions was based on white supremacist rhetoric fearing an “immigrant invasion.”



Level Five: Genocide

The top level of the pyramid is Genocide, the act of or intent to deliberately and systematically annihilate an entire people.

Although not every act of bias will lead to genocide, it is important to realize that *every historical instance of genocide began* with the acts of bias described on the lowest level.





Piles of shoes taken from murdered prisoners at Auschwitz during the Holocaust.



Discussion Questions

1. At what level of the pyramid do you think it would be easiest for someone to intervene?
2. What are some things that might stop the escalation of hate?
3. What are some of the factors that make it more likely that hate will escalate?
4. Once the actions of a person involved in a bias incident begin to escalate, what can be done to make it less difficult in stopping it?



Fight for the things that
you care about, but do it
in a way that will **lead**
others to join you

– Ruth Bader Ginsburg

AZ QUOTES



Next time

In an upcoming Advisory, we will practice our skills for interrupting the biases we hold and those that are expressed by others. Stopping the hate before it develops into discrimination and violence can lead us all to a safer, more peaceful world.



We'll cover the rest next time!