

For: Superintendents, Assistant Superintendents, Principals, Assistant Principals, Guidance Counselors, Guidance Directors, and anyone associated with school culture



## Building Positive Race and Ethnic Relations in Diverse Schools and Schools with Changing Demographics



### Featuring Presenter

**Atty. Richard W. Cole, Esq.**

Civil Rights and Safe Schools Consultant

**Tuesday, October 18, 2016**  
at the MSSAA Office, Franklin

**Sign-In/Registration: 8:00 am to 8:30 am**

**Workshop: 8:30 am to 3:00 pm**

**Fees: Member \$195/Non-Member \$260**

6 Professional Development Hours | PD Content Area: *Safe and Supportive Learning Environments*

This interactive workshop is designed for educators to learn about the proven, practical strategies for promoting equity, social inclusion and positive racial and ethnic relations in diverse schools and schools with increasing numbers of students of color or students from emerging immigrant communities. The Workshop will also explore the common mistakes and systemic barriers in schools that contribute to intergroup tensions and conflicts. It will also address the legal requirements and practical steps needed to effectively prevent and respond to racial and ethnic-based discrimination and harassment.

### Participants will:

- Identify the signs and indicators for race, color, national origin and ethnicity-based harassment and discrimination;
- Learn about the legal requirements for preventing and addressing race, color, national origin and ethnicity-based discrimination and harassment;
- Review the four essential conditions for schools to adopt to successfully provide racially inclusive and equitable schools with positive race relations;
- Examine the proven social science model for diverse schools to foster important educational, race relations, and safety benefits for all its students.

**Atty. Richard W. Cole, Esq.** is principal of Cole Civil Rights and Safe Schools Consulting, Boston, Massachusetts, [colecivilrights.com](http://colecivilrights.com). Richard is a nationally known civil rights attorney and former Assistant Attorney General and Civil Rights Division Chief in the Massachusetts Office of Attorney General. He performs school climate audits, including for promoting equity and positive race relations in schools. He also assists K-12 schools in meeting Title VI requirements (i.e., race, color, national origin) under Voluntary Resolution Agreements with the Office for Civil Rights, U.S. Department of Education ("OCR"). In 2011, Richard provided trainings to OCR's National and New England Regional staff on effective strategies for improving school climate in racially diverse schools. Richard was lead counsel in the celebrated school integration case, *Comfort v. Lynn School Committee*, where the federal courts acknowledged Lynn's highly successful integration efforts. Richard has published extensively on civil rights, including a Book Chapter titled, "Fostering an Inclusive, Multiracial Democracy: How Attorneys, Social Scientists, and Educators Made the Case for School Integration in Lynn, Massachusetts;" in *Lessons in Integration: Realizing the Promise of Racial Diversity in America's Schools*; eds. Erica Frankenberg and Gary Orfield; University of Virginia Press; July 2007. Richard was also national co-chair of, and contributing author to the U.S. Department of Education's publication, "Protecting Students from Harassment and Hate Crime-- A Guide for Schools."

[MSSAA Registration Policies & Procedures](#)

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