



A WORLD OF DIFFERENCE® Institute

# Peer Training Program

## Peer Training Program

The A WORLD OF DIFFERENCE® Institute Peer Training Program is built on the knowledge that the most important influence on the development of the attitudes and behaviors of young people is the attitudes and behaviors of their peers. Building on this concept, the Anti-Defamation League (ADL)'s Peer Training Program prepares young people to use the positive power of peer influence to motivate other students to reflect upon their stereotypes and assumptions and take action against prejudice and bigotry in their schools and communities. (3 day training)

### Participants will:

- ✓ develop and practice leadership and social action skills
- ✓ learn about and discuss bias and discrimination
- ✓ use positive peer influence to promote healthy, supportive, and respectful educational environments
- ✓ develop social responsibility, critical thinking and problem solving skills

### Included Resources/Support Services

*Peer Training Coordinator In-service* workshops for (adult) school coordinators of the Peer Training Program

*Manual for Peer Training Coordinators* —

Comprehensive manual which details how to implement the program at school sites

*Manual for Peer Trainers* — Resource and activity guide for students, with ongoing support for implementation of their program ideas

### Results

More than 38,000 young people have been trained in A WORLD OF DIFFERENCE® Institute Peer Education Programs since 1991, impacting tens of thousands of young people in schools and communities.

“ The Peer Training Program gave me an opportunity to learn about other people and myself. This program made me realize what prejudices I may have and it also taught me how I can be a better person. Along with this, the Peer Training Program also gave me a chance to make new friends. ”  
- Peer Trainer

“ One thing that I gained from the Peer Training Program was a great learning experience. It means a lot to me because trying to make the world a better place has to start somewhere. ”  
- Peer Trainer

### Overall Goal

Provide students with knowledge, resources, and facilitation skills to respond to bias and prejudice

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# IMPACT OF ADL'S A WORLD OF DIFFERENCE® Institute PEER TRAINING PROGRAM

## A 2006 Yale University Evaluation Study

In 2005-2006, Yale University conducted a national evaluation of the Anti-Defamation League's A WORLD OF DIFFERENCE® Institute Peer Training Program. On the basis of data gathered from over 500 students in ten schools, located in urban, suburban and rural settings across the United States, Yale researchers determined that the Peer Training Program can have an important effect on reducing bias in schools.

The Peer Training Program uses a unique combination of instructional and peer influence strategies to combat name-calling, bullying and harassment, and create safe and inclusive school communities. Yale evaluators concluded that this approach had a positive impact on students knowledge and awareness about issues of prejudice and discrimination in their environments, as well as their response to incidents of bias they witness.

### SUMMARY OF FINDINGS

#### **Enhanced understanding of the nature and manifestations of prejudice**

Students are able to better identify structural discrimination on the basis of race, class, gender, religion, ability and sexual orientation.

#### **Better comprehension of the negative impact of harassment**

Students build empathy for others and recognize that name-calling and bullying can be a manifestation of prejudice.

#### **Higher awareness of bias-motivated activities in schools**

Students pay closer attention and are more aware of biased behaviors in themselves and other people.

#### **Increased ability to respond to name-calling and other bias incidents**

Students are more likely to intervene when other students are being targeted.

#### **Greater confidence in ability to change their school climate**

Students feel more empowered to enlist the support of their peers to stand up for others.

#### **Improved skill in engaging peers in discussion about prejudice at school**

Students show a greater level of comfort in talking about issues of bias and discrimination with their classmates.

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Yale Evaluation