



One-To-One: Anti-Bias Program

"I've always had this idea that we're all more than the worst thing we've ever done."

- civil rights lawyer Bryan Stephenson

This is a future-oriented, solutions-oriented, anti-bias education program designed for offenders of bias/hate-related misdemeanors and higher-level crimes. The curriculum is offered by the Museum of Tolerance as a leader in the field of anti-bias education and enhanced by a neuro-scientific coaching approach. Whether part of a diversion program or condition of sentencing, probation, or parole, One-to-One is an alternative placement and specialized treatment for bias remediation. We welcome referrals from justice partners in LA.

For each case, the MOT assigns a facilitator who engages the client in dialogue, critical thinking, self-awareness, empathy, and ultimately coaches them through an action plan for sustained positive decision-making.

THE 12-HOUR PROGRAM INCLUDES:

- Intake form and dialogue to begin a relationship and co-create certain program elements.
- Experience at the Museum (or virtual museum tour) customized to enhance understanding of human dignity and our collective responsibility to preserve it.
- Private Dialogue with a special speaker (credible messenger) from the targeted group or a former hate crimes offender
- Coaching sessions using neuro-science based planning tools for goal-setting.
- Essay, journal writing, or artistic representation project reflecting on the experience for submission to referring justice partner.

The individualized approach in the safe, respectful environment of the MOT, led by compassionate facilitation professionals provides a nurturing opportunity for honest dialogue and new pathways. Clients leave with a new way of thinking about the world and their role in it.

Age-appropriate and content customization for Youths and Adults

OUTCOMES:

- Increased willingness to assume responsibility for one's actions
- Enhanced empathy toward others (target group and others)
- Improved understanding of the broad causes and impact of bias
- Increased comfort in using and applying action-based tools to make positive changes



Museum of Tolerance
9786 W. Pico Boulevard
Los Angeles, CA 90035
310.772.7623

For more information, please contact:
Justiceprograms@museumoftolerance.com.

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"A REMARKABLE STORY OF REDEMPTION"

DEADLINE HOLLYWOOD

"A TESTAMENT TO OUR SHARED HUMANITY."

BRIGHT LIGHTS FILM JOURNAL

THE NEW YORKER DOCUMENTARY

STRANGER AT THE GATE

A FILM BY JOSHUA SEFTEL

SMARTYPANTS PICTURES • THE NEW YORKER DOCUMENTARY • JOSHUA SEFTEL
% LYNNA • % JOSEPH MULLER • % MAC MCKINNEY • % BIBI BAHRAMI • % RICK EATON
% JERRY KATZ • % JONATHAN SEFTEL • % JONATHAN SEFTEL • % JONATHAN SEFTEL
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THE NEW YORKER,
SMARTYPANTS PICTURES,
MUSEUM OF TOLERANCE,
FACING HISTORY AND OURSELVES,
TEMPLE ISRAEL OF HOLLYWOOD,
NEW GROUND: A MUSLIM-JEWISH PARTNERSHIP FOR CHANGE
and WILSHIRE BOULEVARD TEMPLE
invite you to a special screening of

STRANGER AT THE GATE

"From fear and hate to love ...
a remarkable story of redemption" - *Deadline*

WEDNESDAY, December 7, 2022 at 7:00pm
at the Museum of Tolerance
9786 West Pico Boulevard, Los Angeles, CA 90035

A U.S. Marine returns home to Indiana with an all-consuming rage and plots to bomb a local mosque. But when he comes face to face with the community he seeks to kill - Afghan refugees and others of Muslim faith - this story takes an unexpected turn.

Q&A with Director JOSHUA SEFTEL,
Film Subjects MAC MCKINNEY and BIBI BAHRAMI
and Simon Wiesenthal Center Director of Research, RICK EATON

A reception and talking circles will follow.
RESERVATIONS REQUIRED.

**RSVP
HERE**



FREE UNDERGROUND PARKING. *Please be considerate of our residential neighbors and make every effort to avoid driving through single-family residential neighborhood streets.*

Communities Stopping Hate: Awareness and Action

MARCH 8, 2023

7:30am:
check in and networking

8-10am:
breakfast and forum

CONGREGATION SHIR HA-MA'ALOT

3652 Michelson Drive Irvine, CA 92612

Come together at a breakfast community forum to strengthen awareness of rising hate and extremism and learn ways to prevent, mitigate, and report it. Walk away with resources to promote safety and care for all.

[REGISTER
HERE](#)

The forum will feature:

- A presentation by Simon Wiesenthal Center's Research Department's experts on Digital Terrorism and Hate, and the impact on our communities, especially young people
- A special speaker, Jeff Schoep, a former neo-Nazi, who will share his unique story about his entry and exit from the world of extremism, and the powerful lessons that can be learned.
- Q&A with the audience

In collaboration with the following partnering organizations:



This community forum is sponsored by the Museum of Tolerance through a grant from the Department of Homeland Security's (DHS) Center for Prevention Programs and Partnerships (CP3)

museum of tolerance community forum

**COMBAT
HATE!**

Building Our Resilient Community in the Face of Hate

Friends and Families: Come together to strengthen awareness of hate and extremism that affect our community. Learn ways to prevent, mitigate, and report it. Promote safety and care for all.

THURSDAY, MARCH 9, 2023
5:00pm - 7:30pm

Valley Academy of Arts and Sciences (VAAS)
10445 Balboa Blvd, Granada Hills, CA 91344 (Parking entrance via alley on Balboa)

5:00: Dinner and Conversation

6:00: Program featuring:

Presentation by Simon Wiesenthal Center Research Department experts exploring how extremism manifests online and in real-life, sharing resources from Combat Hate, a Museum of Tolerance educational program.



Special speaker, Jeff Schoep, shares his unique story about his journey out of neo-Nazism, the consequences of hate in our communities, and the opportunities for dialogue and understanding.

Q&A with audience

RSVP

www.museumoftolerance.com/VAAScommunityforum

In collaboration with the following partner organizations:



JOHN LEE
LOS ANGELES CITY COUNCILMEMBER • DISTRICT 12



*This event is sponsored by the Museum of Tolerance through a grant from the Department of Homeland Security (DHS) Center for Prevention Programs and Partnerships (CP3).
Opportunity number DHS-20-TTP-132-00-01*





MUSEUM OF TOLERANCE

Center for Prevention Programs and Partnerships (CP3)

FY 20 Final Close-Out Report

1. PROJECT OVERVIEW

The primary goal was to reduce recidivism of individuals convicted of hate crime or extremist targeted violence by partnering with justice agencies in Los Angeles to augment educational services and treatment options with the Simon Wiesenthal Center (SWC) - Museum of Tolerance's (MOT's) One-to-One individualized bias remediation experience.

The program beneficiaries were individuals referred by justice partners (such as law enforcement, city attorney's office, district attorney's office, and judicial officers) at various stages of the criminal justice continuum. We intended to serve 75 people, but with challenges introduced by the pandemic (including closure of the Museum for over a year) and other local factors, the project shifted after reopening to include hate crime prevention in youth education programs and community forums to increase awareness. The Museum of Tolerance is well known in these areas, too, for its service and impact.

In order to launch the expanded One to One program, per the grant proposal, we undertook several steps to solidify the curriculum, gain community input, and promote it widely. Following the IMP, we accomplished all proposed tasks from convening meetings with justice partners, to conducting a literature review and creating custom evaluation materials, and delivering One-To-One programs including pre-assessment, on-site experience, and coaching sessions.

Re. the Youth Education programs, the MOT announced the opportunity for the specialized Combat Hate Digital Empowerment program to schools in Los Angeles. Since this is a well-established MOT program, this grant enabled the MOT to expand its reach and offer it free of charge to low-income schools and youth serving programs with vulnerable populations and some history of facing these issues in their community.

The Community Forums were a natural extension of the MOT's events and outreach services. As a Museum appreciated as a space for dialogue and civic engagement, it was an amazing opportunity to have grant funds to support educational gatherings to local communities in

partnership with schools, nonprofits, and many community-based organizations, thereby profoundly advancing CP3's objectives re. awareness and prevention.

2. KEY ACCOMPLISHMENTS AND OUTCOMES

One to One program:

The One to One Anti-Bias program is a future-oriented, solutions-oriented, educational program designed for offenders of bias/hate-related misdemeanors and higher-level crimes. Whether part of a diversion program or condition of sentencing, probation, or parole, it is an alternative educational placement for bias remediation. Referrals may come from any justice partner in LA. For each case, the MOT assigns a facilitator who engages the client in a custom museum-based experience including dialogue, critical thinking, self-awareness, and empathy, and ultimately coaches them through an action plan for sustained positive decision-making.

The individualized, confidential approach led by compassionate dialogue professionals, provides an opportunity for honest engagement and new pathways. The MOT is highly regarded as a destination for learning and bias transformation by justice professionals in LA. This program was an expanded version of a long-offered program to the LA community. New custom intake and evaluation materials were created. Although this was not a research project, all staff passed the IRB's required CITI Social & Behavioral Research basic course to ensure all data was handled with the utmost ethical practices.

Program staff received 8 referrals throughout the grant period, with 6 formal applications, and 4 completed cases. Of the referrals, some clients did not begin because of a change in their legal status, or their actions were deemed too violent for the client to be ready for this program. Other remediation was necessary first. Of the four that started the program, each one experienced the elements of the 12-hour, anti-bias education program with customized elements specific to their needs. The participants filled out surveys before and after, including open-ended questions and Likert scale, so that we could ascertain any substantive changes in terms of changes in attitude, level of assuming responsibility, and commitment to mitigate the behavior in future.

The surveys and final project essays showed definitive evidence that they viewed their actions differently after the program, with greater perspective taking, acknowledgment of their wrongdoing, and commitment to do better.

The four cases were different including violent threats against LGBTQ strangers in a public place and threats against Black people in public and private spaces. One of the key ways we can ascertain assuming responsibility for actions is how a person describes the incident before and after the educational experience. There is a shift from distancing and externalizing responsibility before the program, to acknowledging it afterward.

The forms showed that one client described the incident before as “he was drinking alcohol” and a gay couple was acting “obscene” and *they* “took his comments as threatening”. After the program when he was asked to describe the incident, he said “I made threats against two gay men.”

Another client described the incident prior to the program as “People across the street were intentionally playing their music too loud and I called the police and told them I was going to shoot them.” After the program he described the incident as “I got into an argument with some people across the street” and “called the police and said I was going to shoot them all and I used some racial slurs.”

Facing up to one’s actions and understanding the consequences is a key positive outcome of this program. It is also important for clients to gain empathy and recognize the rights and dignity of others. It is hard to measure this quantitatively since on the self-reporting surveys, all clients rated themselves highly on empathy and other attributes prior to the program (i.e., social acceptance bias). Therefore, we use other open-ended questions to gauge changed attitudes, such as how they describe they will choose to act differently in the future. Dimensions of changed attitudes show up in these choices.

In the pre- and post-surveys, they are asked to list three things they can do in future to avoid these actions and cause harms. The pre-surveys showed that most noted how they wanted to work on “anger management” and “think before I speak.” They tended to focus on self-regulation to avoid getting into trouble for themselves and others, rather than relationships or attitudes about others. After the program, while that was still relevant and showed in the post-surveys, new language and commitments are seen that was not shared previously such as “put myself in the other person’s shoes” and “don’t be so fast to judgement.”

For example, we see a clear change before and after in the responses of this client who listed:

PRE program:	POST program:
<ul style="list-style-type: none"> - Think before I speak wrongly of others - Keep my calm in matters even if I disagree - Observe 	<ul style="list-style-type: none"> - Good, close relationships for good health and well being - Learn to love more and have more faith in people - Show more compassion for others

In their final Action Plan document and final essay, clients had the opportunity to express what they learned and areas for continued growth:

Client 1: “I have realized that my tolerance levels of other people was extremely lacking, especially in this situation that occurred... I have tried to apply our discussions to my life and understand that we as humans make some of the decisions we make according to our own

biases. ... I was given a tour of the museum and the horrors of not being tolerant of other people. This tour made me realize that I must change my tolerance toward other people and how they choose to live. I have thought about my actions that day and the people that were around me and heard my threats and I don't want that or any similar incident to happen again.... I will try to continue to be a better version of myself daily."

Client 2: "On my trip to the Museum, I saw the atrocities and serious problems that can result if such things as racism, bias, and hate are taken to the extreme and not managed appropriately. Studying the past means I may not be necessarily doomed to repeat it... After watching a series of presentations, I developed a better perspective of my own as well as other people's biases. My own biases are what got me into this situation, but I also came to understand that others might be biased against me as well and that's when the idea of perspective becomes even more important. ... I have grown and learned to be a better adjusted person in society because of the One to One program."

Client 3: "I am writing this as my actions in past have led me here on this path of life... I always believed we are here as '1' not divided into race/class...Yes, I made a mistake and regret every second. I have grown and have learned... See through the eyes and hearts of other people's experiences."

Client 4: The one client who is a minor in high school did a Powerpoint presentation to share three key lessons, which he summarized as: "Regret is heavy. Empathy enlightens all. Awareness is key."

In terms of the participant feedback and evaluation of the program, it is notable that once a defendant was into the process with their facilitator/coach, all committed to the process completely, even surpassing the amount of hours necessary. One client wanted to continue the sessions but was told that they had finished this initiative and was referred to other opportunities. The parents of the minor were extremely appreciative and felt it was a productive, maturing experience that they witnessed benefitting their son immensely. All clients expressed appreciation for the program. One person finished his final project essay with the sentence: "I can't overemphasize the importance of this class and effects it's had on me."

Combat Hate Youth Digital Empowerment Workshop:

This classroom-based dynamic workshop led by a MOT facilitator engages students in critical thinking for decoding and rejecting online hate. COMBAT HATE is an online safety curriculum aligned with ISTE digital citizenship standards and based on foundational media literacy skills. Students apply Center for Media Literacy's 5 key questions to diverse real life examples compiled by the Simon Wiesenthal Center's Research Department. They are challenged to interpret the hateful messages and their impact. The workshop ends using an action planning worksheet that incorporates the multiple ways every member of a community can report and prevent hate. It also provides an opportunity to begin critical conversations between adults and students regarding online safety and speaking up against hate.

A total of 1,104 students experienced Combat Hate Digital Empowerment workshops delivered in 35 workshops over a five-month period. Most were conducted in a North Los Angeles (LAUSD) High School with others were conducted as part of day-long youth development programs at the Museum of Tolerance. In the short workshop, the majority of students reported gaining a greater awareness of the impact of hate speech on society.

Students who filled out the pre- and post-surveys showed a shift in the types of actions they would take when encountering online hate. Whereas before the workshop there was a higher number of people who would “do nothing,” afterward, more students were willing to take action whether it was supporting a victim, reporting to a trusted adult, or spreading positive comments.



In all, 144 youths participated in the Combat Hate Youth Digital Empowerment at the Museum of Tolerance in full day experiences which included custom tours, dialogue with facilitator lunch or dinner, and the workshop. The youths in this photo were from an alternative school program for foster and justice involved youths. They are watching the Civil Rights exhibit and explored the “We the People” history timeline along with exhibits on the Holocaust, and global human rights.

Community Forums:

The Museum’s Community Forum events invited members of the community to come together to strengthen awareness of hate and extremism that affect our community and world. The goal was to discuss and discover ways to prevent, mitigate, and report hate and promote safety and care for all. Each event was customized to the community and opportunity available. A total of 630 people participated through this grant funded program. Three community forums were

held in different parts of greater LA and surrounding area: West LA, North LA, and Orange County.

At every event, a former extremist spoke to share how they got involved in the movement and what advice they had to help people off-ramp, including how each of us can be a positive influence and support.

Event participants derived relevance and application for different reasons. At one event, an adolescent said: “Dude is pretty much me” while others felt inspired by how kindness and support can make a difference in the life of someone very different from themselves.

***Stranger at the Gate* Community Forum event, December 7, 2022: 6:00-8:00pm**



This event centered around the award-winning film about a Marine who returns home to Indiana with an all-consuming rage and plots to bomb a local mosque. But when he comes face to face with the community he seeks to kill – Afghan refugees and others of Muslim faith – the story takes an unexpected turn; they befriend him and transform his biases and rage.

A diverse intergenerational audience was invited for the screening followed by Q&A with Director Joshua Seftel, Film Subjects Mac Mckinney and Bibi Bahrami, and Simon Wiesenthal Center Director of Research Rick Eaton. The audience was then invited to stay for facilitated dialogue and a reception with talking circles in the MOT’s Youth Action Lab.

Attendance: 240 people

Communities Stopping Hate: Awareness and Action: March 8, 2023, 8:00-10:00am



This breakfast, networking, and forum event brought multi-faith leaders and community organizers in the OC together to learn and dialogue. The forum featured a presentation by Simon Wiesenthal Center experts on Digital Terrorism and Hate followed by special speaker, Jeff Schoep, a former neo-Nazi, who shared his unique story about his entry and exit from the world of extremism, and the powerful lessons that can be learned. A lengthy Q&A followed with many follow-up steps planned.

Attendance: 170 people

Building Our Resilient Community in the Face of Hate, March 9, 2023: 5:00-7:30pm



Friends and families of this diverse North Valley LAUSD high School were invited to an after-school forum. The intergenerational community audience met for dinner conversations in the school gym catered by a local restaurant. They then gathered in the theater to hear a presentation by Simon Wiesenthal Center experts exploring how extremism manifests online and in real-life, sharing resources from Combat Hate, a Museum of Tolerance educational program. Special invited speaker, Jeff Schoep, shared his unique story about his journey out of neo-Nazism, the consequences of hate in our communities, and the opportunities for dialogue and understanding. A robust Q&A with the audience followed.

Attendance: 220 people

The evaluation comment card template was the same for all three events. They were offered in hard copies and via QR code for people to do on their phone. The data was collated in Survey Monkey.

Re. the question, “Do you feel more encouraged that individuals and communities can prevent violence?” in general, across the three events, approximately 50% replied “Extremely Encouraged” with over 35% saying “Very Encouraged.”

Re. the question, “Do you feel better informed about available resources and programs to prevent violence?” approximately 60%-70% of participant felt they had gained some guidance to resources they could use while the rest were neutral or felt that they wanted to receive more.

When asked to rate the program overall on a scale of 1-5 (with 5 being excellent) over 80% of people responded “Excellent” with another approximately 10% responding “Very Good.” The rest were mostly in the “Good” category.

When given the chance to write comments, there were a few people pessimistic of what an event like this could achieve. For example, comments included:

- *Exceptional people, atypical*
- *Excellent program; unfortunately, more than ever before, the people who need to hear this have no interest whatsoever.*

The vast majority relayed messages such as these:

- *Human stories are what teach, and I'm so grateful to witness human love crossing lines of religion and color.*
- *I'm afraid that millions of Americans are embracing hate, and I do know if good people like we saw tonight [were involved] in education, it can stop it.*
- *I'm a longtime Buddhist teacher, and I'm very appreciative of this evening!!*
- *The compassion and relationship between the film protagonists/panelists - you could feel the empathy building the room.*
- *It is amazing how these meetings inspire. I want to do something big about hatred.*
- *More programming like this is needed!*
- *This presentation should be available for students in secondary school levels.*
- *I liked that students as well as adults took part.*
- *Thank you, Realized more the pillar in the community that MOT represents.*
- *I have a list of resources from tonight that I will research and learn more about how to combat hate. Thank you!*
- *Hate is learned, and it could be unlearned with love, empathy, and compassion.*
- *I appreciate the community building offered by the MOT.*

3. DELIVERABLES:

New intake, registration, evaluation, and session materials were created for the One to One program to enhance confidentiality and a learner-centered approach. The evaluation materials may be shared with community partners for further research and testing as assessing this type of learning in a direct and quick way is still relatively new in a field where academic research has been predominant. While the academic research should and will continue, other forms of data gathering need to be further explored. The tools created here can help advance that conversation for other community-based organizations.

Promotional flyers were created for each program and event (see Appendix A- Various Program Flyers- attached).

4. CHALLENGES AND LESSONS LEARNED:

There were many challenges in launching this program largely due to the pandemic. As a program based in a physical Museum experience, we could not deliver the service for over a year. We pivoted to some Zoom elements, but the adjustment took a while and was not ideal for a program that recognizes the centrality of relationship building in this kind educational work. The pandemic also seriously impeded program delivery because the referral pipeline from justice partners stopped. Whereas the Museum had approximately 10 referrals per year

for a similar program prior to the pandemic, there were zero referrals for an extended period of time because justice partners were inundated with their own administrative and staffing challenges.

Launching the enhanced curriculum of One to One was delayed because of the lengthy IRB approval process. It also took a significant amount of time to create custom pre- and post-evaluation materials for this unique program because no analogous surveys exist in the field.

For each challenge, we reached out to trusted experts for their guidance and advice. We leaned on the CP3 program staff and field office to help us navigate the issues and apply flexible and effective solutions. We also received permission to extend the grant period to be able to deliver what we proposed.

5. SUSTAINABILITY:

All three of the programs launched and delivered through the grant will continue in the future.

The One to One program will continue as a fee-for-service program, on a sliding scale, until such time that further grant funding is secured to make it free or highly subsidized. Some form of minimal payment is advisable because it serves to create buy-in and enable an aspect of community restitution. The MOT works with justice partners and the client to determine a payment structure that is not too much of a financial burden for the client. The MOT continues to seek input on the referral process from justice partners and from clients to improve the experience as necessary.

The Combat Hate program is an ongoing youth program of the MOT and is offered continuously throughout the year. It is limited only by the availability of funding to hire and train the facilitators and reproduce materials. With major grants, the program can scale.

Community Forum events are highly collaborative. We reach out to community partners to meet the needs of the community with our special educational resources and speakers. We also respond when hateful activity is rising in a given area and we are invited to assist. This grant reinforced for the MOT and our partners just how important it is to convene community members to dialogue together about the polarizing issues of our time and serve as a space to inspire hope and informed action. Plans are being discussed for follow-up Community Forums in Orange County as well as Los Angeles and beyond, and new partners are being sought to assist with funding.