Mitigating Trauma

- **Provide stability.** The stability and predictability of a teacher and school is even more important when students’ home lives are in flux. Continue to engage families in learning.
- **Stay up to date.** It is imperative to stay current on relevant immigration policies and how they affect your students.
- **Use art to tell stories and heal.** Incorporate visual media as a way for students to share and hear stories of ancestry and migration.

Creating Empathy

- **Normalize newness.** Everyone has been new in some situation in their life. Incorporate this concept into your classroom to get students sharing and empathizing.
- **Create space to share stories.** Build empathy with extended story sharing in your classroom or community.
- **Contextualize migration.** Use literature and history to create context around immigration and policy.

Building Relationships

- **Reach out.** Actively include immigrant parents in meetings and conversations. Cultivate leadership among immigrant parents.
- **Build trust.** Develop a two-way trusting relationship with each family to collaborate over their student’s success.
- **Know parents’ rights.** All parents have rights to provide input on school policies and budget, as well as to receive information in their home language.
- **Know yourself.** To be an ally, you must be comfortable with your own identity.
Role of the Teacher

- **Learn the facts.** Misinformation spreads fear, so never repeat the myths.
- **Recognize implicit bias.** Question your own assumptions and seek out your implicit biases. Identifying them is the first step toward reducing their impact on students.
- **Avoid singling out students.** Contextualize and discuss immigration in your classroom without calling unwanted attention to immigrant students.
- **Interrogate power.** Question and analyze existing power structures in your school, community or context. Develop more democratic structures that provide access and elevate voices equitably.

**Anatomy of an Ally toolkit**

**Updates on Immigration Policy Changes**

**LESSON PLAN IDEAS**

1. **Welcoming Book:** Students explore from their own experience the feeling of being new and create an informational welcoming book for any new students.

2. **Where Does Your Name Come From?** Students share meanings behind their names and learn the importance of pronouncing someone’s name correctly.

3. **Story Exchange:** Students engage in an extended narrative encounter in pairs, exchanging stories on a specific theme and retelling each other’s story.

4. **Compare and Contrast:** Students examine stories of survival through literature, visual media or current events to understand basic human needs.

**Building Welcoming Schools toolkit**

**Implicit Bias lesson plan**