



ANTI-HATE POLICY AND PROTOCOL TRAINING

This document provides an outline of [Horizon Forum's](#) Anti-Hate/Extremism Policy and Protocol Training. While this training can be provided on an individual foundation basis, it is often beneficial for foundations to partake in it as a cohort. Doing so allows for peer-to-peer engagement, greater resource sharing, and joint learning.

ANTI-HATE POLICY TRAINING

Tailored to the specific and unique needs of community foundations, this program is designed to address multiple areas of the anti-hate policy development and implementation process. The **program includes two, 90-minute, workshops** that provide practical, actionable tools for grantmakers and foster dialogue and peer-learning while doing so. The training and related materials, expanded on below, are priced at \$2,000 for a community foundation.

ANTI-HATE TOOLKIT

As part of the Anti-Hate Policy Training, participants will receive a robust toolkit that provides users with sample policies, case studies, and other guiding materials for use both during and after the training session.

HATE SCREEN DUE DILIGENCE TOOL

Also provided through the Anti-Hate Policy Training is an annual subscription to Horizon Forum's *Hate Screen*, a due-diligence tool tailored for grantmaking institutions that includes over 140 unique organizations, (with corresponding tax-IDs) designated as hate groups by subject matter experts across various sectors. The tool is updated semiannually.

FOLLOW-UP CONSULTATION SERVICES

Horizon Forum will be available to members of the Cohort for up to **five hours of ongoing verbal consultation and document review** throughout the subscription period (one year) on matters related to the *Hate Screen*, due diligence of hate groups, policy development, and/or other strategic considerations in developing anti-hate literacy in the organization. Members of the cohort will also be added to Horizon Forum's Anti-Hate listserv which serves as an information sharing and exchange platform, open to foundations that have participated in the training program.



ANTI-HATE POLICY AND PROTOCOL TRAINING SCHEDULE

<u>Sessions</u>	<u>Activities</u>
Session One Policy Development, Implementation, and Due Diligence	<ul style="list-style-type: none">• Organizations conduct a self-assessment on anti-hate policy development in a peer-learning environment.• HF leads a discussion on comparative anti-hate policies within philanthropy and adjacent sectors.• HF presents the <i>Hate Screen</i>, its methodologies, and use.
Session Two Advanced Assessment and Donor Engagement Strategies	<ul style="list-style-type: none">• HF leads a conversation on so-called “gray areas.”• HF shares their process on how to map hate groups and their affiliates.• Conduct a peer learning discussion on strategies for donor engagement and DAF review/redirection options.
Cohort Follow-Up	<ul style="list-style-type: none">• Optional group check-in (4 to 6months) to review obstacles, challenges, successes.