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  Compass Com. Collaborative School
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- Carol Miller, M.Ed.

The ICB Vision

ICB is committed to building communities where people from all cultural backgrounds feel welcomed and included and are encouraged, supported, and empowered to reach their full potential.

Be Kind—Be a PAL
Student & Staff Reflection Comments
August Workshop at Oasis Elementary

- I learned how to always be kind; we are the ICB family! Learning is fun when people are by your side.
- I like that everywhere I went there were smiles and people were kind to me. I like the fun activities we do at the ICB Be Kind-Be a PAL program!
- I like how the students were excited to participate. I also like how a lot of the training was led by students.
- I enjoyed working with students to cultivate a campus of positive friendships and recognizing others for their good deeds.
- I learned the importance of having a strong voice, listening to others, and being kind.

Look inside to learn more —

- Be Kind-Be a PAL Program
- Teen Facilitation Training
- Curriculum Writing Workshop for Teens
- Teen Diversity Training
- Find Your Voice—Take a Stand Anti-Bullying Workshop

Intercultural Leadership Skills for Teens
March 16, 17, 18, 2020
Registration Forms at camil@frii.com, by calling 970-689-0226 or going to Interculturalcommunitybuilders.org
In 2018, ICB Board Member Carmen Mendoza met with the Morongo Unified School District in Twentynine Palms, California, to share with them the ICB programs for middle and high school students. Deborah Turner, the acting Superintendent, requested that we develop a program for students in grades 4 to 6. This request was the beginning of the Be Kind—Be a PAL program.

**Curriculum Writing:** ICB students and Board Members met on Thursdays throughout the summer to review needs assessments filled out by students and teachers at Oasis Elementary, the school selected for the first Be Kind—Be a PAL program. The next steps involved conducting research of current literature targeting anti-bullying and school climate for elementary students and outlining the curriculum topics to be addressed. ICB Director Carol Miller and ICB Board Member Megan Sadar wrote the Be Kind-Be a PAL Manual, edited by Board Member Anna Marie Almanza, with cover design by Board Member Jessica Kerr.

**Be Kind—Be a PAL Facilitator Manual:** The manual is divided into three sections: Facilitator Training, the Be Kind-Be a PAL Curriculum, and Extended School Year activities. The curriculum major topics are (1) Be Kind to Yourself, (2) Be Kind to Others, (3) Learn More about Bullying Behavior, (4) Create a School Culture of Kindness, and (5) Be Kind-Be a PAL Action Plan for the School Year.

**August Oasis Elementary Workshop:** An ICB Facilitation Team of four students and four adults flew to California to join ICB Board Member Carmen Mendoza in conducting the initial 1-day facilitation training and 1-day Be Kind—Be a PAL workshop for fifteen students and five staff members from Oasis Elementary. The goal was to train students and staff to conduct their own Be Kind—Be a PAL workshops.

**October Oasis Workshop:** Carol Miller and Carmen Mendoza worked with the August Oasis students and staff to assist them in conducting a 1-day Be Kind—Be a PAL workshop for fifteen new students and five staff members. They all were amazing!!!

**December Oasis Workshop:** Carol and Carmen assisted the Oasis facilitation team in conducting a third Be Kind—Be a PAL workshop for an additional fifteen students and five staff members. A fourth Be Kind—Be a PAL workshop is scheduled for March. Carmen will serve as the on-site consultant during the school year’s second semester.
2019 Program Collaborations

Diversity Training for the International Scouts 195 Pack, Troop, & Crew

On April 12 & 13, ICB facilitators provided a 2-day workshop on Diversity Skills for the Fort Collins International Scouts 195, at the Trinity Lutheran Church. The scouts were preparing to attend the International Boy Scout Jamboree being held in the United States, in the summer of 2019. Scouts from 169 countries were scheduled to attend.

Partners Mentoring Youth

On August 15, ICB adult and student facilitators conducted a one-day Find Your Voice—Take a Stand Anti-Bullying Workshop for 15 junior partners from Larimer County and 5 adult volunteers and staff, at the Realities for Children facility. Participants learned how to identify bullying behaviors, how to protect themselves from the impact of bullying directed at them personally, and how to be an ally and friend to help victims of bullying.

Facilitator Training Workshop

On October 5, 12 and 26, ICB Director Carol Miller conducted facilitator training for 15 middle and high school students on the Intercultural Leadership Skills for Teens 3-day workshop. These 1-day workshops were held at ICB Board Member Jessica Kerr’s home. Participants in attendance were from the Compass Community Collaborative School, Colorado Early College, and Windsor High School.

Northern Colorado Diversity Conference

On December 7th, ICB adult and student facilitators conducted two 1-hour presentations previewing the Intercultural Leadership Skills for Teens workshop. The Diversity Conference was held at the Lory Student Center, Colorado State University. Students from approximately twenty high schools from northern Colorado attended.

Find Your Voice—Take a Stand Facilitation Training

ICB Board Member & Facilitator Jessica Kerr is conducting a Facilitation Training for the ICB Find Your Voice—Take a Stand workshop with students at the Compass Community Collaborative School, in Fort Collins. This class is a service project for Board Member Bella Kerr’s Advisory Class. They are preparing to conduct a Find Your Voice workshop for middle school students.
Thank you to the ICB 2019 Supporters

In-Kind Donations
First United Methodist Church of Fort Collins
for providing the facility and refreshments for ICB Workshops
Trinity Lutheran Church
Realities for Children
Partners Mentoring Youth
Oasis Elementary School, 29 Palms, California
Timnath Feed & Grain Shoppe

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Dr. Richard Salas
JoAn Hopkins
Sue Ayala

The ICB Board of Directors and Facilitators.
Thank you for helping to make our communities welcoming and safe for all people.

Support ICB Through the ReFund Program
For the first time, Colorado taxpayers can donate all or part of their Colorado tax refund to a Colorado non-profit organization through ReFund—What Matters to You. Here’s how it works -

1. On your 2019 Colorado Individual Income Tax Return (Form DR 0104), check line 37—Refund, to determine if you will receive a refund of Colorado State taxes withheld in 2019.
2. If you are receiving a refund and wish to donate all or part of the refund to Intercultural Community Builders, submit form DR-0104CH, 2019 Voluntary Contributions Schedule with your state tax return—Form DR 0104.
3. On Form-0104CH— Line 19. Donate to a Colorado Nonprofit Fund, write in the amount of your refund you wish to donate to ICB and write in the following requested information.:
   • Secretary of State Registration Number:
     20113031115
   • Name of Registered Charitable Organization
     Intercultural Community Builders

Thank you for your support of ICB!