

SHARING DISCRIMINATION – FIGHTING DISCRIMINATION

Source

This activity was adapted from the activity “Sharing discrimination” from the Education Pack “All different – All equal” (Council of Europe 2005).

Themes

- ▶ Identity
- ▶ Culture
- ▶ Stereotypes, prejudices and discrimination
- ▶ Intercultural communication and dialogue

Competences addressed

- ▶ Attitudes: respect for oneself and others; a sense of social justice and responsibility; openness and curiosity towards diversity
- ▶ Knowledge of human rights
- ▶ Skills: empathy; solidarity; active listening

Complexity : Level 3

Group size : any. If the group is very large, divide it for discussion into subgroups of 3 or 4 people.

Time : 80 minutes

Objectives

- ▶ To be more aware of discrimination in our daily lives
- ▶ To promote empathy with those who are discriminated against
- ▶ To learn how to be assertive in situations of discrimination
- ▶ To reflect upon actions that can be taken to prevent discrimination.

Materials

Flip chart paper and markers.

Preparation

This activity can be preceded by the activity “From exclusion to integration”. In this flow, participants move from analysing the relationships between different groups in society to discussing individual cases of discrimination and taking action to redress social injustices.

Instructions

1. Ask each person to think of one occasion when they felt discriminated against or one situation when they saw someone else being discriminated against.
2. Divide the group into smaller groups of 3-4 persons. Ask the participants in the smaller groups to ask each person to describe their situation to the group very briefly and, for each situation, to describe:
 - how the situation arose and what actually happened;
 - how the person who was discriminated against felt;
 - how the person who discriminated felt;
 - how they responded and what happened after the incident.
3. After each participant has offered their presentation, the rest of the group should give their own ideas about what they would have done in the same situation and work out other possible ways of responding. Ask the groups to finalise each round by listing on a flip chart paper actions that could be taken against discrimination.

4. After 30 minutes, bring the groups back together and share the list of actions. Identify together the common points and sum them up.

Debriefing and evaluation

Talk about discrimination in general using the following questions as guidelines.

- ▶ What are the most common reasons that lead people to discriminate?
- ▶ Where is this behaviour learned?
- ▶ How important is it to challenge discrimination?
- ▶ Looking at the list of ideas for action against discrimination, discuss with the group whether they could undertake those actions in the future, when they are confronted with discrimination. Why? Why not? What else could be done?

Tips for facilitators

Invite people to think of real situations they feel strongly about, but emphasise that no one should feel under pressure to say anything that would make them feel uncomfortable.

Variations

Ask everybody to write down a brief outline of a situation on a slip of paper. Put the papers in a hat. Pass the hat around, inviting each person to take out one piece of paper. Go around the circle and ask each person to read out what is written on their note. Ask everyone to try to guess the feelings of those involved.

Use role play to explore the situation. Ask a pair or small group to role play the situation while the rest observe. Afterwards, ask the observers to suggest possible responses to the situation. Role play those suggestions and discuss the issues further.

Suggestions for follow-up

This activity could be followed by “Don’t be a bystander” in order to explore possible ways of facing up to similar situations in the future, either when personally discriminated against, or when experiencing situations where someone else is discriminated against.