



# Inclusion, Diversity and Equality of Opportunity

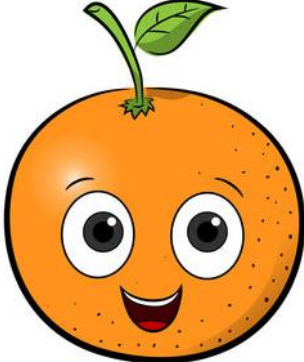


**Purpose:** To increase participants awareness and understanding around stereotyping and prejudice.

**Participant learning objectives:**

1. Understand how we can pre-judge someone based on an aspect of their identity
2. Be able to recognise own and others' stereotypical and prejudicial attitudes
3. Be aware of the negative consequences of prejudice and stereotypes

5

CONTENT	METHODS/ RESOURCES <i>Slides 42-57 can assist with this session.</i>	APPROX. TIME
<p><b>That's My Orange – Part 1</b></p>	<p><i>Resources:</i> Number of oranges X number of participants</p> <p>This activity is a practical way of getting young people to think about getting to know someone/ something, before they pass judgement.</p> <p>Put an orange for each participant into a bag/ box. Ask participants to pick an orange each, really study it and get to know all the unique features of it. Is there any bruising, any bumps, any strange features? Once they are happy that they know their orange, ask them to return it to the bag/ box.</p> <p>Tell the participants that we will re-visit our oranges at the end of the session. Remove the box from the room and secretly peel all the oranges (ask a colleague to help you!).</p>	<p>10 minutes</p> 

## First Thoughts

### Resources:

Ball

### List of words/ phrases

Tell participants that sometimes in life we judge others. Judging others is a natural human instinct that we use so that we can make decisions quickly without having to spend too much time and energy trying to understand everything or everyone e.g., think of the process of interviews, choosing girlfriends/ boyfriends, accepting a friend request on Snap Chat, even picking an ice cream flavour!

Introduce this activity as first thoughts.

Ask participants to stand in a circle. The facilitator begins with the ball. Throw it to any of the participants and say a word/ phrase from the list below. The chosen recipient of the ball must say their first thought when they hear that word.

It is the facilitator's role to call out new words often and pick up any words of interest from the participants.

**Debrief:** Was this hard/ easy? Did you find yourself holding back in case you hurt other people's feelings in the group? Were you surprised by some of the things other people said?

Suggested words/ phrases (Please amend to suit the needs of your group):

PSNI

Nurse

Young People

Old People

LGBTQ+

Prisoner

Boy

Disability

Girl

Politics

Monarchy

Sport

Music

Community

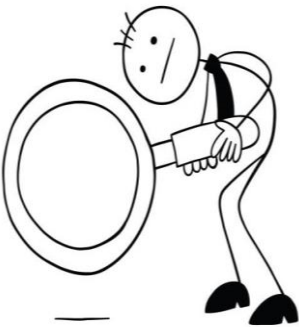
Priest


Refugee

Person who is sick

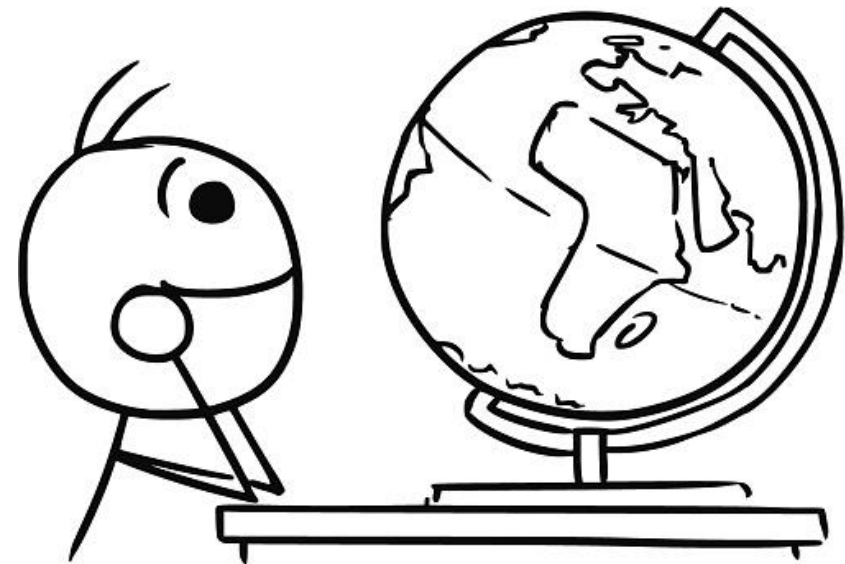
20 minutes



<p><b>Perceptions</b></p>	<p><b>Resources:</b>  <a href="#">Perceptions pictures</a></p> <p>The aim of this next activity is to encourage young people to see that there can be a variety of ways of looking at something and even when we look at things a second time, we mightn't judge things correctly or see what everyone else can see.</p> <p>Follow the instructions on the perceptions guide. Perception pictures are on slides 45 – 49.  <b>Debrief:</b> In real life sometimes, we only see the things we already believe or what we have already been told. What we see depends on what we have experienced and what's happening at that time. We can be quick to judge someone based on what they look like, where they live etc. There are different ways of seeing things (more than one truth!).</p>	<p>20 minutes</p>
<p><b>Guess Who</b></p>	<p><b>Resources:</b>  <a href="#">Famous faces</a>  <a href="#">Matching statements</a>  <a href="#">Answer Sheet</a></p> <p>This next exercise will help participants to recognize some of their own stereotypical or prejudicial thoughts/ attitudes. It will explore influential people who live here in NI and will also help to demonstrate that living in a diverse society has many benefits (hopefully they covered these in the community map de-brief!):</p> <ul style="list-style-type: none"> <li>• Promotes tolerance and understanding between different cultures</li> <li>• Enriches our community through shared experiences with different people</li> <li>• Attracts more money to our economy through the growth of different businesses</li> <li>• Relieves skills shortages as 4 per cent of Northern Ireland's workforce is made up of migrants — many of our doctors and nurses were born overseas.</li> </ul> <p>Split participants into groups of 3-5. Provide each group with a copy of the famous faces and a copy of descriptions. Participants must look at the pictures and try to match-up the correct face with the correct description.</p> <p><b>Debrief:</b> Was this exercise hard/ easy? How many of the people did you recognise? For those that you didn't recognise, how did you guess? Did you make assumptions about people based on how they looked? Talk about the importance of getting to know people for who they really are, and not making 'assumptions' about people based on their physical appearance. Re-iterate the value in accepting and welcoming everyone into society/ your community. Slide 51 is a copy of the census 2021 data, and highlights just how diverse NI is!</p>	<p>30 minutes</p> 

<p><b>Hidden celebrities</b></p>	<p>Now is a good time to explore some of the things about us that sometimes go unseen. One of the big things, and something which is becoming more and more acknowledged in schools, youth clubs, workplaces etc. is that of hidden disabilities or illnesses.</p> <p>Show the young people the famous faces on slide 53. Ask them which one has/ had a learning disability or illness.</p> <p>After they guess, read the description of each of these people on slide 54. Emphasize that all these people were very successful and that a learning disability or illness does not make someone any less intelligent or capable.</p>	<p>20 minutes</p>
<p><b>Is that a fact?</b></p>	<p><b>Resources:</b>  <a href="#">Is that a fact? – Statements</a>  <a href="#">Is that a fact? - Answer sheet</a></p> <p>This activity will help young people understand the difference between fact and opinion and dispel some of the negative stereotypes that they hold themselves. Please ensure to amend the statements to suit any existing concerns/ issues around stereotyping within the group.</p> <p>Split participants into smaller groups of 3-5. Provide each group with ‘Is that a fact?’ statements. Inform each group that they must decide whether it is a fact or an opinion.</p> <p>Double check understanding of fact and opinion before commencement of activity e.g., it is a fact that this is a youth club, it is an opinion that this is the best youth club in the area.</p> <p><b>Debrief:</b> Understanding the difference between fact and opinion is critical to our ability to examine our reactions to events and people.</p> <p>Stereotypes and prejudices are often based on opinions that are perceived as facts.</p>	<p>30 minutes</p> 

<b>That's My Orange – Part 2</b>	<p>Re-introduce the oranges. Note to participants that they are now peeled, and they must pick out their original orange. Participants should find this difficult, if not impossible!</p> <p>This highlights that we cannot really know people based on their outward physical appearance. It is the inner fundamental feelings and emotions of people that really matter and that identify us. We will be looking at the impact of judgements in the next session.</p>	
<b>Evaluation/ Check-Out</b>	<p><a href="#">Resources</a> <a href="#">Informal evaluation ideas</a> Choose an activity from the list provided.</p>	



# Perceptions Guide

Show participants the following picture for 5 seconds.

**What do they see?**



In black you can read the word GOOD, in white the word EVIL (inside each black letter is a white letter)!

Show participants the following picture for 5 seconds.

**What do they see?**



You may not see it at first, but the white spaces read the word optical, the blue landscape reads the word illusion.



Now ask participants to read the statement out loud in the triangle.

Did anyone not see the word 'the' repeated twice?



Show participants the following picture for 5 seconds.

**What do they see?**

They probably read the word 'Me' in brown, but when you look through me you will see 'You'.

Now ask participants to count every 'F' in the following text:

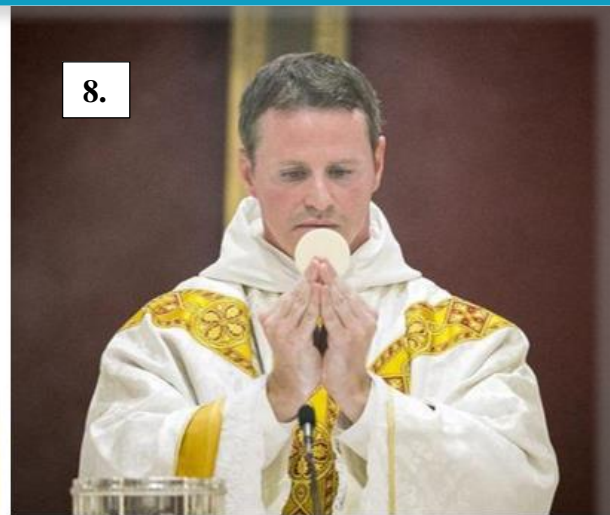
**FINISHED FILES ARE THE RESULT OF YEARS OF SCIENTIFIC STUDY COMBINED WITH THE EXPERIENCE OF YEARS...**

How many?

There are 6! Most people will say 3 as the brain cannot process 'OF'.

# Guess Who Pictures







## Guess who - Captions

**Captain of NI football team**

**Former Lord Mayor of Belfast born in South Africa**

**SDLP Councillor on Derry City Council**

**Richest person in Northern Ireland**

**A former Man Utd footballer**

**First openly gay DUP politician**

**Won an Olympic Gold and has set world records**

**Openly gay politician in Dail Eireann**

**A former NI footballer who has a glass eye**

**Former two-weight world boxing champion who grew up in a Protestant/ Unionist area and decided to box for Ireland**

# Guess who

## Answer Sheet

1. Alison Bennington – First openly gay politician for the Democratic Unionist Party in NI
2. Marissa Callaghan – Captain of NI football team
3. Leo Varadkar – Openly gay politician in Dail Eireann
4. Margaret Canning Lady Ballyedmond – Richest person in NI – The only billionaire left in NI
5. Kate Nichol – Former Lord Mayor of Belfast born in South Africa
6. Dean Shields – A former NI footballer who has a glass eye
7. Cllr Lilian Seenoi-Barr – SDLP Councillor on Derry City Council
8. Philip Mulryne – A former Man Utd football player
9. Carl Frampton – Former two-weight world boxing champion who grew up in a Protestant/ Unionist area and decided to box for Ireland
10. Michael McKillop – Won an Olympic Gold and has set world records

## Is that a fact? – Statements ✂

All Catholics in Belfast are Irish
Being an emo makes you more depressed
Generally, boys are stronger than girls
It is better to live with two parents than one
Gay couples cannot become parents
Some people celebrate 12 <sup>th</sup> July in NI
Girls are smarter than boys
Islamic religion allows men to have more than one wife
Everyone in this room has judged someone before
Black people can't get sun burnt
People who play sports are happier
Travellers/ Gypsies have a lower average life expectancy
Nurses and doctors are kind
People with a disability are twice as likely to not have a job
Everyone in this room has been judged before

## Is that a Fact? – Answer sheet for facilitators

<p style="text-align: center;"><b>All Catholics in Belfast are Irish</b></p> <p style="text-align: center;">Opinion – Some Catholics may identify themselves as British or Other.</p>
<p style="text-align: center;"><b>Being an emo makes you more depressed</b></p> <p style="text-align: center;">Opinion – Being an emo does not make you more depressed however studies show that emos are more likely to suffer from depression because of bullying/ harassment behaviour which they receive.</p>
<p style="text-align: center;"><b>Generally, men are stronger than women</b></p> <p style="text-align: center;">Fact – Their muscle mass advantage due to increased testosterone makes them generally physically stronger. This does not happen until the teenage years.</p>
<p style="text-align: center;"><b>It is better to live with two parents than one</b></p> <p style="text-align: center;">Opinion – Studies strongly suggest that it is better to have one happy, loving parent than two parents who argue a lot or are unhappy together.</p>
<p style="text-align: center;"><b>Gay couples cannot become parents</b></p> <p style="text-align: center;">Opinion – Science advancements or adoption laws mean that gay couples can certainly have children! And many do!</p>
<p style="text-align: center;"><b>Some people celebrate 12<sup>th</sup> July in NI</b></p> <p style="text-align: center;">Fact – 12<sup>th</sup> July is celebrated by people all over NI</p>
<p style="text-align: center;"><b>Girls are smarter than boys</b></p> <p style="text-align: center;">Opinion not all girls are smarter than boys however studies have shown that girls generally perform better in written exams. Can anyone think why this may be?</p>
<p style="text-align: center;"><b>Islamic religion allows men to have more than one wife</b></p> <p style="text-align: center;">Fact – This is the only religion to allow men to have more than one wife.</p>
<p style="text-align: center;"><b>Everyone in this room has judged someone before</b></p> <p style="text-align: center;">Ask them!</p>
<p style="text-align: center;"><b>Black people can't get sun burnt</b></p> <p style="text-align: center;">Opinion – Black people can burn and get skin cancer just like white people. Their chances are lower due to increased melanin in their skin, which helps protect their skin against the sun's rays.</p>
<p style="text-align: center;"><b>People who play sports are happier</b></p> <p style="text-align: center;">Opinion – Although studies show that there is a strong link between playing sport and increased happiness. Not all people who play sports are happy though!</p>
<p style="text-align: center;"><b>Travellers/ Gypsies have a lower average life expectancy</b></p> <p style="text-align: center;">Fact – People from travelling community have a lower average life expectancy of 20 years. This is partly because lack of access to medical services.</p>
<p style="text-align: center;"><b>Nurses and doctors are kind</b></p> <p style="text-align: center;">Opinion – There are some nurses/ doctors who have ended up in jail for mis-treating their patients! Hopefully in our own experiences, they have all been kind.</p>
<p style="text-align: center;"><b>People with a disability are twice as likely to not have a job</b></p> <p style="text-align: center;">Fact – why do you think this might be?</p>
<p style="text-align: center;"><b>Everyone in this room has been judged before</b></p> <p style="text-align: center;">Ask them!</p>