



Inclusion, Diversity and Equality of Opportunity

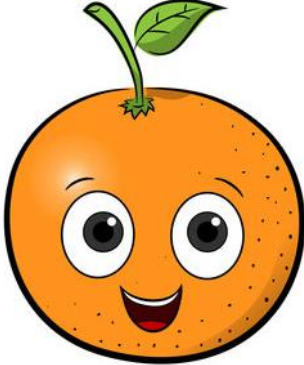


Purpose: To increase participants awareness and understanding around pre-judging others.

Participant learning objectives:

1. Understand how we can 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

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CONTENT	METHODS/ RESOURCES <i>Slides 38-51 can assist with this session.</i>	APPROX. TIME
<p>That's My Orange – Part 1</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

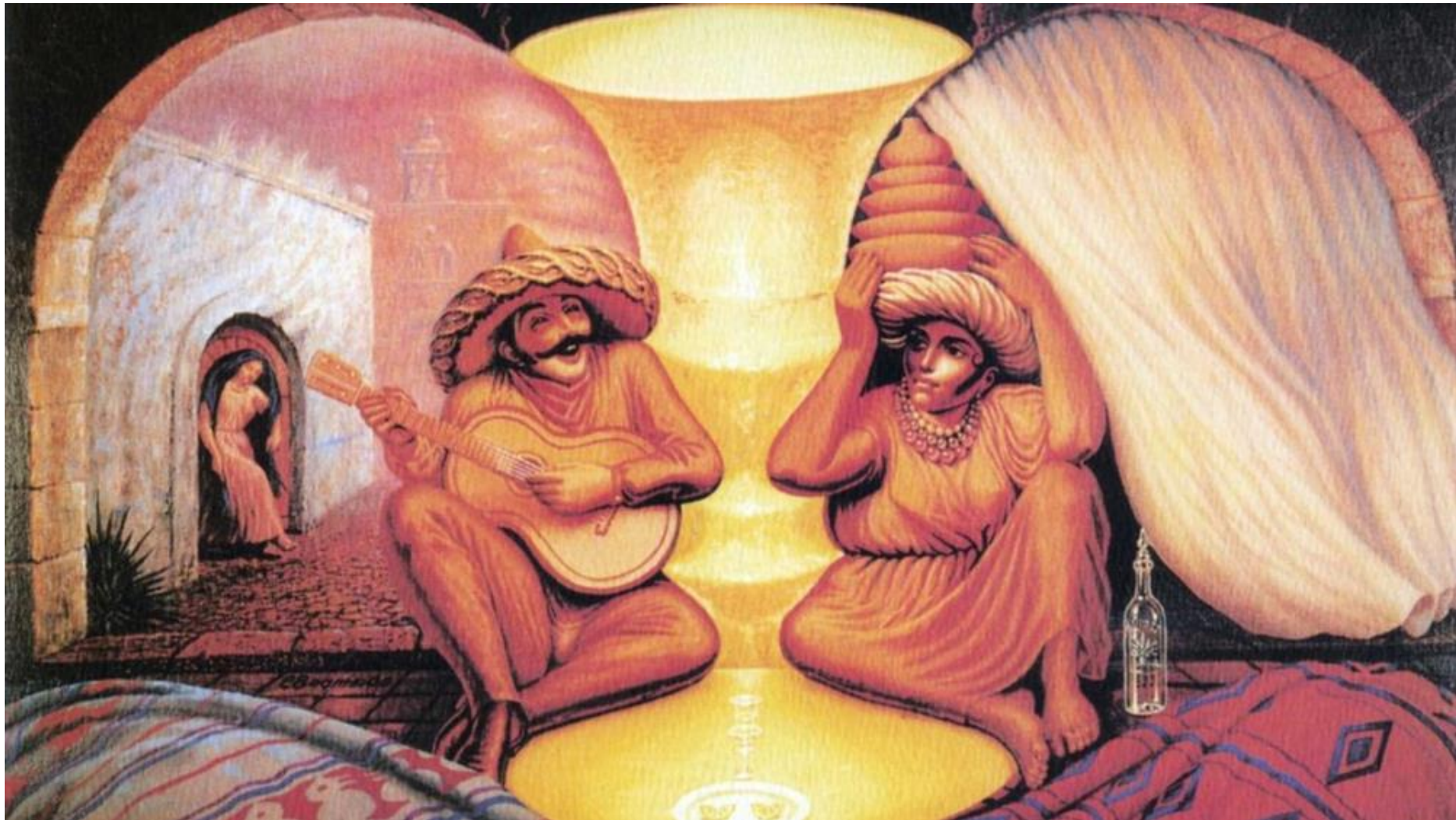


<p>Perceptions</p>	<p>Resources: Perceptions pictures</p> <p>The aim of this next activity is to encourage young people to see that there can be a variety of ways of looking at something and even when we look at things a second time, we mightn't judge things correctly or see what everyone else can see.</p> <p>Show participants each picture, in turn, for 5 seconds. Ask them what they see. Now show each picture, in turn, for 10 seconds. What can they see now? Leave the pictures up. Can they see anything else?</p> <p>Debrief: 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>Picture Answers:</p> <ol style="list-style-type: none"> 1. Man and woman's face/ Person within each face 2. Silhouette of a young woman's face/ Man playing the saxophone 3. Old woman's face/ Young woman's face 	<p>15 minutes</p>
<p>Steps apart – Steps Together</p> 	<p>Ask two volunteers to come forward and stand with their backs together. Ask the rest of the group to call out things about these two volunteers that are different. Differences sometimes pull us apart. As each difference is called, the volunteers take one step apart. When they reach the end of the available space, have them turn and face each other. Now, ask the rest of the group to call out similarities of the volunteers. As each similarity is called out, the volunteers take one step toward each other.</p> <p>You can repeat this with another pair of volunteers if appropriate.</p> <p>Debrief: Think about the things that were noted as differences. How many were things that we can easily see (gender, size, hair colour, skin colour, dress, wearing glasses or not, etc.)? What were some of the similarities? While certain physical characteristics are similar, many other similarities are not so visible. Perhaps both the volunteers are enthusiastic, or both have similar interests or goals in life. 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 all members into the group.</p>	<p>20 minutes</p>

<p>Hidden celebrities</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 increasingly 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 46. 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 47. 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>Is that a fact?</p>	<p>Resources: Is that a fact? – Statements Is that a fact? - Answer sheet</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>Debrief: 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> 

<p>Assumptions</p> 	<p>Resources Pens Assumptions Sheets</p> <p>The purpose of this activity is to encourage the group members to further challenge themselves to make assumptions about someone and reflect on how they came to that conclusion.</p> <p>Divide the group into pairs (try to pair people who don't know each other that well!). Each person is given a copy of the Assumptions Exercise – place the sheet face down and ask them to keep it like that until the group is ready to start. You must ask each pair to look at their partner and guess (make assumptions) the answers to the questions on the sheet, without speaking with each other or communicating in any way.</p> <p>The challenge is to work in silence and to make judgements based only on what they can see/ already know. Participants should be encouraged to 'go for it' and not over think. Once everyone has completed the sheet, they return it to the face down position. Ask participants to reflect on how they found the activity.</p> <p>Now ask everyone to check out their guesses with their partner and see how many they got right.</p> <p>Debrief: How easy/difficult did you find this? Why? Were some questions easier to guess than others? Why was that? What clues/cues did you use to guess the answers? Are there times in day-to-day life when we use clues/cues like this, and where do we get these cues/clues from? How likely is it that we will sometimes get it wrong?</p>	
<p>That's My Orange – Part 2</p>	<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>	
<p>Evaluation/ Check-Out</p>	<p>Resources Informal evaluation ideas Choose an activity from the list provided.</p>	

Perception Pictures







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 th 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;">All Catholics in Belfast are Irish</p> <p style="text-align: center;">Opinion – Some Catholics may identify themselves as British or Other.</p>
<p style="text-align: center;">Being an emo makes you more depressed</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;">Generally, men are stronger than women</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;">It is better to live with two parents than one</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;">Gay couples cannot become parents</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;">Some people celebrate 12th July in NI</p> <p style="text-align: center;">Fact – 12th July is celebrated by people all over NI</p>
<p style="text-align: center;">Girls are smarter than boys</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;">Islamic religion allows men to have more than one wife</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;">Everyone in this room has judged someone before</p> <p style="text-align: center;">Ask them!</p>
<p style="text-align: center;">Black people can't get sun burnt</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;">People who play sports are happier</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;">Travellers/ Gypsies have a lower average life expectancy</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;">Nurses and doctors are kind</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;">People with a disability are twice as likely to not have a job</p> <p style="text-align: center;">Fact – why do you think this might be?</p>
<p style="text-align: center;">Everyone in this room has been judged before</p> <p style="text-align: center;">Ask them!</p>

Assumptions Worksheet

Look at your partner and guess...

Does your partner prefer cinema or movie night in the house? _____

What is their favourite City? _____

What is his/her favourite food? _____

Does he/she play a musical instrument? _____

Where does he/she come in their family (Sibling order)? _____

Does he/ she ever pray? _____

Who is their favourite celebrity (Political, TV/film, Sport etc.)? _____

What does your partner spend most of their free time doing? _____

Would they consider themselves Catholic, Protestant, or Other? _____

Would they consider themselves British, Irish, or Other? _____

What is their favourite clothes shop? _____

What is the most expensive item they have ever bought? _____

What is their favourite thing in the whole world (can't be a phone or a person)? _____

Have they ever driven a tractor? _____