

# DISCRIMINATION

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**Main objectives:**

- Discuss the topic of discrimination and practice possible reactions

During the workshops participants will (specific objectives):

- Discuss the definition of discrimination, as well as its causes and consequences.
- Reflect on situation in which they felt discriminated, they discriminated somebody else or/and they witness discrimination.
- Discuss and role play possible reactions for discrimination.
- Reflect on ways of reacting for discrimination which feel acceptable and safe for them.

**Time:**

3h

**Place:**

indoor

**Materials:**

- pens, paper (recycled if possible), flipchart, markers

To print:

- Appendix 1 - one for each participant

**Note:** The whole scenario is based on materials published in Pakiet edukacyjny.  
Dyskryminacja (<http://bc.ore.edu.pl/Content/190/antydiskryminacja.pdf>)



## Course:

### 1. Introduction

Tell participants that during this workshop we will work on the topic of discrimination. Let's start with the definition. Propose participants the exercise "Definition of discrimination" (source:

<http://bc.ore.edu.pl/Content/190/antydiskryminacja.pdf>, pages 90-91):

Draw a tree on the blackboard or large sheet of paper, and write the word "discrimination" on the trunk of the tree. Invite the participants to a brainstorming session on the causes and effects/consequences of discrimination. Participants should specify whether their proposal is the cause or the effect of the discrimination. Write down the participants' suggestions on the drawing - causes as roots and effects as branches. After the brainstorming is over, turn the sheet of paper with the tree by 180 degrees. Participants may now find out that it also works the other way around: the effects of discrimination often become the cause of new discrimination. This means that discrimination is a kind of vicious circle which is very difficult to go out from.

After the brainstorm session, divide the participants into groups of 4-5 people. Ask the groups to write the definition of the word discrimination. The definition should reflect the opinions of all group members. After a few minutes ask each group to present their definition.

### 2. Four positions

Source: <http://bc.ore.edu.pl/Content/190/antydiskryminacja.pdf>, pages 92-94

This exercise refers to the participants' personal experiences of discrimination and inequality.



Give each participant table from Appendix 1 and ask them to describe four different situations:

- Situation in which they felt discriminated against or treated unfairly by someone else.
- Situation in which they behaved in a discriminatory way to another person.
- Situation in which they witnessed an act of discrimination and they didn't do anything to react or prevent it.
- Situation in which they witnessed an act of discrimination and they reacted.

Ask participants to complete the activity cards individually. Say that the completed cards will not be collected and they will decide themselves how much they want to share.

After they complete the cards, divide participants into groups of 4-5 people and invite them to discuss their experiences, sharing as much as they want to share.

### 3. Drama exercise

Source: <http://bc.ore.edu.pl/Content/190/antydiskryminacja.pdf>, pages 99-100

Continuing the work in groups from the previous exercise, ask participants to choose one situation they would like to work on. That can be any situation from those written down, in which they would like to behave differently than they did. Give them a few minutes to discuss how they would like to behave, what they would like to do if the situation would happen again. Then, invite them to prepare a small role-play which will present the new solution. It's not necessary that the person to which the situation belongs play herself, sometimes it can be interesting to actually play another role in this situation. After groups are ready, invite them to play a prepared scene in front of the others, showing at least one possible solution to the presented situation. After they finish, ask firstly the actors how they feel in their roles and what they learned. Then you can invite feedback from the audience. If any new solution pops up you can invite the group to play it as well and check how they feel it in their bodies and emotions. After all groups presented their role play, discuss with participants how the exercise was for them and what they learned from it.





## 4. Summary

Summarizing the workshop you can write down on flipchart or the board possible ways to react for discrimination (both as victims and witness) and discuss which of them participants would feel comfortable with. What would help them to be able to react for discrimination? At the end ask participants to fill the evaluation form.



## Appendixes

### Appendix 1

<p>Describe one situation in which you felt discriminated against or treated unfairly by someone else.</p>	<p>Describe one situation in which you behaved in a discriminatory way to another person.</p>
<p>Describe one situation in which you witnessed an act of discrimination and you did nothing to prevent or counteract it.</p>	<p>Describe one situation in which you witnessed an act of discrimination and you reacted or opposed to it.</p>





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