

TARGET GROUPS	12+
TITLE	FOUR POSITIONS
RUNNING TIME	45-60 min
LEARNING OBJECTIVES	<p>Discovering personal experiences with cases of discrimination</p> <p>Everybody can be discriminated against/can discriminate/can have impact</p> <p>Insight into the roles of the victim/perpetrator/passive witness/active confronter</p>
MATERIALS	Papers and pens, handout, flipchart.
PREPARATION	<p>Prepare 4 quadrant handout, in each of the 4 spaces put in the top the following questions separately:</p> <ul style="list-style-type: none"> - describe one situation, in which you were discriminated against by another person - describe one situation, in which you were discriminating against someone else - describe one situation, in which you witnessed an act of discrimination and you didn't do anything against it - describe one situation, in which you witnessed an act of discrimination and did act against it
IMPLEMENTATION	<p>Step 1: Ask the participants to individually fill the handout with their personal experiences regarding discrimination, according to the roles they took in the events. Tell them this info will remain confidential if they wish, it is just to assist them in discussion in</p>

	<p>the working groups.</p> <p>Step 2: Divide participants into working groups of about 4-5 persons and ask them to share and discuss their experiences</p> <p>Step 3: Discussion in plenum about common difficulties, the most obvious similarities and debrief.</p>
<p>ROLE OF THE TEACHER</p>	<p>Facilitates the process.</p>
<p>POSSIBLE RISKS & HOW TO HANDLE THEM</p>	<p>It is important to create safe environment and not push people to share their most painful experiences.</p> <p>Participants might want to explain extensively and in detail their own case. This is ok if the time permits it. If they wish also your feedback on the ways how to solve the situation it might be better to come back to it in a separate activity dealing with available sanctions and remedies against discrimination.</p> <p>The activity is useful to collect real life cases for other activities in the training (i.e. if explaining forms of discrimination, ways of counteracting it...).</p>
<p>FEEDBACK TOOL</p>	<p>How did you feel when sharing these experiences with others?</p> <p>Was it difficult?</p> <p>Was it more easy/more difficult to identify/describe the role of perpetrator or the victim of discrimination?</p> <p>Can you think about circumstances,</p>



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	<p>which influenced your behaviour when you as a witness confronted discrimination or remained passive?</p> <p>Would you act differently in any of these situations today?</p>
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Source: Adapted from Wenzel, Florian M./Seberich, Michael (Hrsg.) 2001: The Power of Language. Verlag Bertelsmann Stiftung. Gütersloh.