

<b>Project</b>	Jobshadowing	<b>Date</b>	17.10.2022	<b>Time</b>	45 minutes
<b>Name of Session</b>	HUMAN RIGHTS : DISCRIMINATION AND PRIVILEGE				
<b>Overall aim of the training</b>	To bring awareness to participants about discrimination in their own lives and help them gain tools to deal with it				
<b>Learning objective</b>	Reflect on their own experience with discrimination and privilege				
<b>Rationale for the learning objective</b>	The four roles of discrimination				
<b>Time slot</b>	<b>What</b>	<b>How</b>	<b>Resources</b>	<b>Learning Outcomes</b>	<b>Assessment methods</b>
10 mins	Introduction and short presentation	Introducing the topic that will be addressed this session, introducing the words discrimination, racism, privilege, introducing the wheel of privilege	Powerpoint with the words and the wheel of privilege	Participants learn new definitions and understand what the session will be about	Ask participants to define the words that are mentioned, ask them to ask questions if they have any insecurities
15 minutes	The four roles of discrimination	Ask participants to divide their paper into four fields, and write these four words in each of them: victim, perpetrator, bystander and confronter. Ask them to individually write down one	Paper to write for each participant	Participants reflect on situations from their own life in which they have come across discrimination	Asking if this was difficult or easy at the end, also see next session

		situation from their own life for each role of discrimination. Ask them to describe the situation and the way it made them feel.			
10 minutes	Group discussion	Participants are each asked to share one of their situations with the group		Participants learn about different situations of discriminations from each other	Participation
5 minutes	Finding solutions	If necessary, the conversation is lead to the position between bystander and confronter, what do the participants need to confront a situation of discrimination.		Participants find and share new solutions for the situations that they have been in, they feel more powerful to confront a situation of discrimination	Group participation, check in questions
5 minutes	Reflection	Facilitators ask the participants if this was difficult or easy, what they learned and if they have anything to add		Participants reflect on this session	Ask each participant to say at least one sentence about the session, so you have a well rounded idea of the way it came across