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RADAR

Regulating AntiDiscrimination
and AntiRacism

JUST/2013/FRAC/AG/6271



Use of Flashcards, Exercises Icebreakers in Training and Development of Anti-hate and Anti-racism Competence

Perugia, September 2016

Learnmera Oy

Using flashcards in training

- Learnmera specialises in creating and using flashcards as well as different kinds of exercises (both online exercises and worksheets) for different projects, training and teaching
- We create flashcards from material collected online or using online tools, such as www.thelanguagemenu.com
- You can see a video of how to create flashcards online here <https://www.thelanguagemenu.com/tlm/tlm?cmd=lp&tool=flashcards>
- Flashcards can be created online or with design programmes, such as InDesign

Using flashcards in training

- Examples of flashcards online:
- LiveBinder for Radar has all the flashcards as well as other material to be used in anti-racism training
<http://www.livebinders.com/play/play/1492502>
- LiveBinders for other projects:
- FlashCards LiveBinder with lots of flashcard ideas mainly for teachers <http://www.livebinders.com/play/play?id=1317740>
- Online web tools for creative educators & trainers
<http://www.livebinders.com/play/play?id=1310662>
- <https://www.thelanguagemenu.com/tlm/tlm?cmd=lp&tool=flashcards>

Using flashcards in training

- Flashcards are extremely useful in training sessions, as they can be used for short (5-10 min) or longer activities (up to 1 h)
- They engage the participants by making the issues at hand more tangible
- It is easier to bring up the participants' own experiences, which works well in anti-hate and anti-racism training
- Interactive: all activities with flashcards require active participation from the trainees, allowing them to better understand each others' experiences
- It is also easy to conduct different group exercises with the flashcards (dividing into sub-groups, pairs, or larger groups)

Using icebreakers in training

- Using icebreakers, mainly different kinds of games, in the beginning or during breaks in a training session is a common strategy
- Learnmera has developed icebreakers that are particularly suitable for anti-hate and anti-racism training, focusing on multicultural issues and a multicultural group of trainees
- The icebreakers will help to introduce the theme in an entertaining and (often) lighter manner, with the aim to
 - * make the participants feel at ease with the group
 - * get to know each other and
 - * start thinking about the issues at hand

Using icebreakers in training

- The simple and brief icebreakers (such as Where Your Name Comes From) can be used in the beginning of the training with almost any group, even if you don't know the participants well
- Many of the more time-consuming icebreakers are more sensitive in nature, and it is good to know the group or participants to some extent before, to know what they feel comfortable with
- The more sensitive icebreakers can have a profound and memorable impact if conducted in a good and trusting atmosphere

Examples of icebreakers

Where Your Name Comes From

Exercise

- Do a go-around where each person shares their full name and where it comes from.
- **Procedure**
- In a group of people from many countries and with wide cultural differences, this inevitably opens up a whole field of difference. It is an easy, low-risk, yet a powerful tool.
- For a group of 10 to 15, this may take up to an hour, as people give full context to where their names come from, how people pick/give/get names, what the “hidden” meaning of the name is. For a group with lots of diversity, it is a great way to break the ice, notice the diversity in the room, and allow people to slowly realize the importance of cultural difference in how people operate.

Examples of icebreakers

- When leading this tool, set the tone by either
 - a) modeling a full disclosure of your name and its meaning (taking 5-10 minutes to tell its story, it is a good way to model that this is not to be just a light tool); or
 - b) using following questions to elicit more from the person (“So you were given your name by an aunt. Is that typical where you come from?” or “Does your name have meaning in your culture?”)
- In groups with less cultural diversity, the sharing will tend to be less deep; this is especially good for groups from many different countries.

Examples of icebreakers

I Want You To Know

- **Goal**
- To share the experiences of various ethnical, gender, religious, and cultural groups and listen to one another.
- **Instructions**
- Decide the ethnic categories to be used based on the demographics of the learners by asking the group which ethnic groups they feel comfortable using. If there is only one member of a certain group, ask if she or he feels comfortable or if she or he wishes to join another group.
- Divide the group by ethnic categories and give each a sheet of flip chart paper.

Examples of icebreakers

- Give them about ten minutes to write down their answers for the following questions:
 - What we want you to know about our group.
 - What we never want to see, hear or experience again as a member of this group.
 - What we want our allies to do.
- When all groups have completed their lists, reassemble them into one group and have them discuss their answers. When each group has explained their list, ask questions to clarify, not to challenge as the list represents realities for the group.
- **Discussion**
 - What are your initial reactions to the activity?
 - Which group did you learn the most about?
 - Did any of the statements surprise you?
 - Did you notice any similarities between the groups?

Other exercises

- Other exercises for anti-hate and anti-racism training include i.e. Hate Pyramid, Cultural Identity Worksheet, Herman Grid, Racial Profiling
- These all consist of worksheets that are handed out to the participants who then do the exercise alone, with a partner or in small groups
- The exercises, like flashcards, provide a tangible and demonstrative way of tackling an issue such as racism

Other exercises

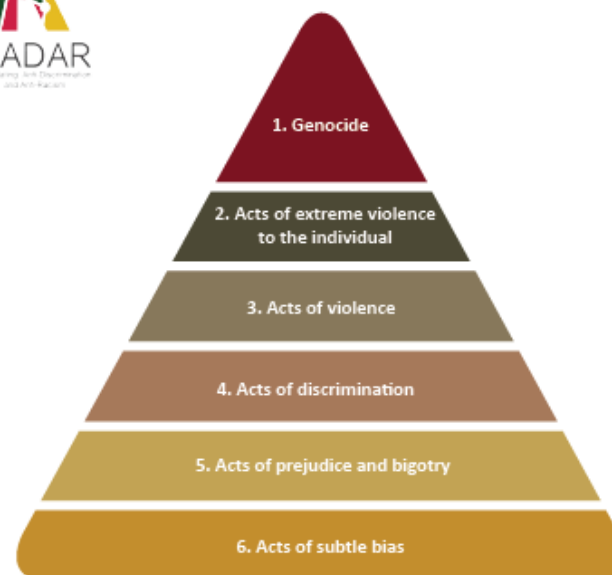
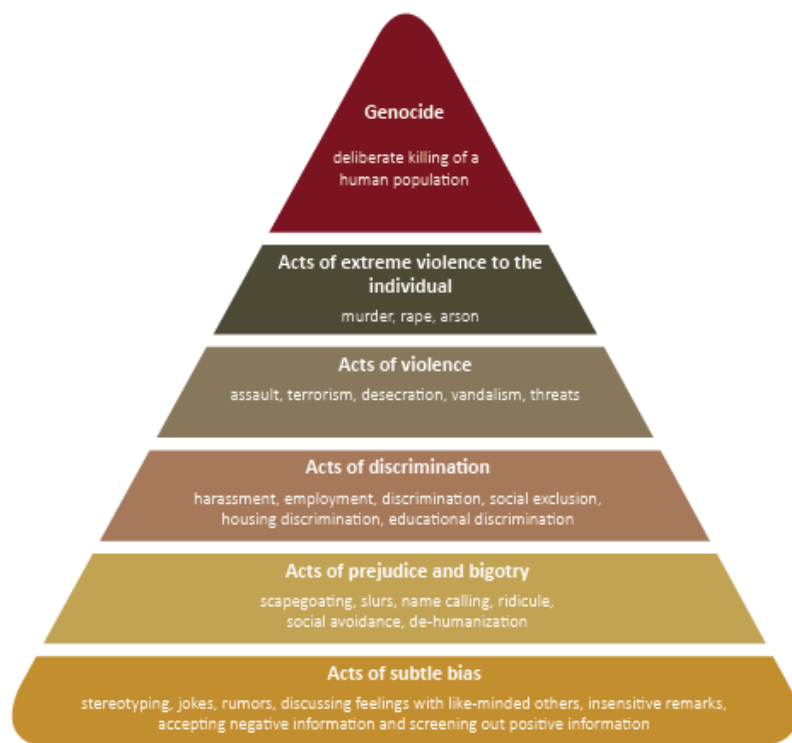
Hate Pyramid

- Topic
- Racism
- Level
- Adults
- Objective
- To understand terms and definitions
- Group size
- 1-15
- Duration
- 15-30 min
- Material needed
- Radar Hate Pyramid worksheets

Other exercises

- Hand out page 3 and ask the participants to add the acts in the appropriate order, with the most serious offence on top. After the offences have been added to the pyramid, ask the participants to tell you what acts these offences might include (if you get more ideas from the participants, you can add those in the correct area of the pyramid later on).
- Hand out page 6. Ask the participants to add the specific acts that belong to each offence. (Page 5 is a quicker version of page 6)
- Page 1 and 4 are answer sheets.
- Page 7 can be used as flashcards to discuss the offences.

Examples of worksheets








accepting negative information	murder
arson	name calling
assault	rape
de-humanization	ridicule
desecration	rumours
discussing feelings with like-minded others	scapegoating
educational discrimination	screening out positive information
employment discrimination	slurs
deliberate killing of a human population	social avoidance
harassment	social exclusion
housing discrimination	stereotyping
insensitive remarks	terrorism
jokes	threats
	vandalism

RADAR Critical Vocabulary with flashcards


- Critical Vocabulary with flashcards
 1. Divide the group into small groups of 2-4 people
 2. Each group gets a bunch of cards with terms and a bunch of cards with their explanations, and together they had to combine the term and their definition
 3. If there is enough time, you can exchange the flashcards between groups, so that each group has to combine the next ones after they are done with their cards
- This worked well, even though it was a bit time-consuming and therefore we did not have time for phase 3





RADAR Critical Vocabulary flashcards

RADAR Project: Regulating Anti-Discrimination and Anti-Racism JUST/2013/FRAC/AG/6271 

 <p>Anti-black racism</p> <p>1</p>	 <p>Anti-racism</p> <p>2</p>
 <p>Antisemitism</p> <p>3</p>	 <p>Assimilation</p> <p>4</p>

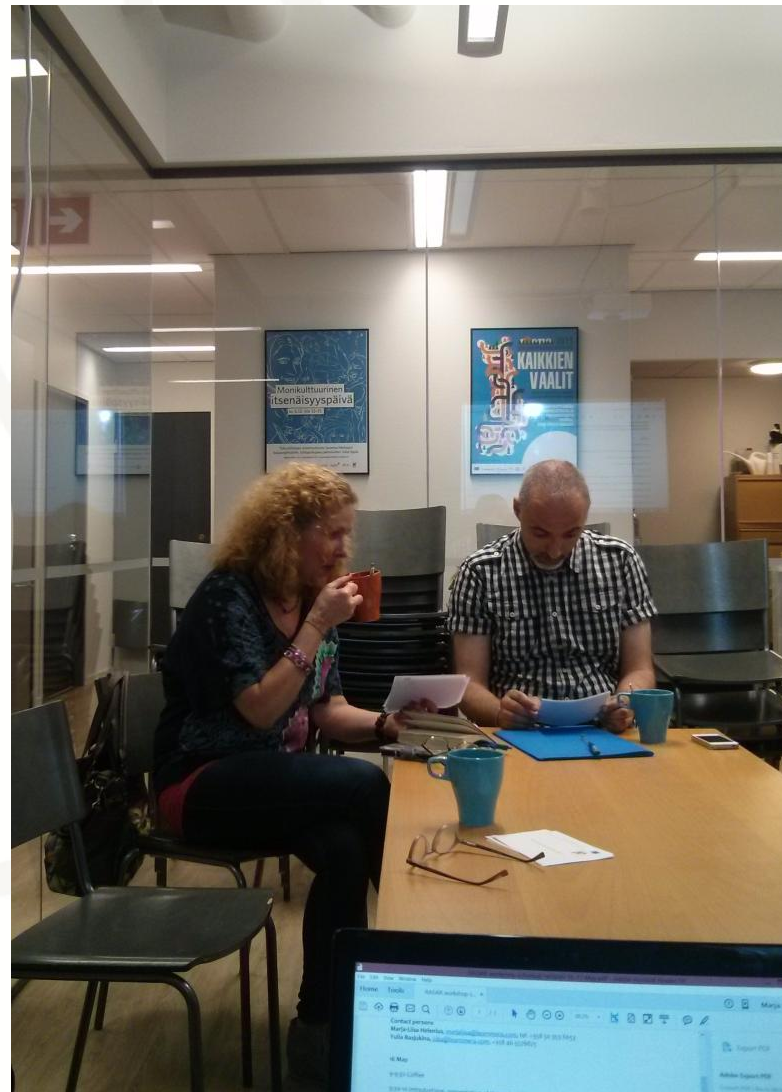
1 Learnmera Oy www.thelanguagemenu.com Definitions

RADAR Project: Regulating Anti-Discrimination and Anti-Racism JUST/2013/FRAC/AG/6271 

<p>An active and consistent process of change to eliminate individual, institutional and systemic racism as well as the oppression and injustice racism causes</p> <p>2</p> 	<p>Racial prejudice, stereotyping and discrimination directed at people of African descent, rooted in their unique history and experience of enslavement</p> <p>1</p> 
<p>The full adoption by an individual or group of the culture, values and patterns of a different social, religious, linguistic or national group</p> <p>4</p> 	<p>Latent or overt hostility or hatred directed towards individual Jews or the Jewish people (not to all Semitic peoples), leading to social, economic, institutional, religious, cultural or political discrimination</p> <p>3</p> 

2 Learnmera Oy www.thelanguagemenu.com Definitions

RADAR Critical Vocabulary flashcards



Anti-racism campaign flashcards

- **Topic**
- Racism and anti - racism
- **Level**
- Adults
- **Objective**
- To discuss advertising campaigns and how they can be used for or against racism
- **Group size**
- Small groups (2-3), single participants
- **Duration**
- 60+ min
- **Material needed**
- Flashcards – Anti-racism campaigns

Anti-racism campaign flashcards

1. Print the pages in color and distribute a set to each participant/group or print the pages and laminate each ad separately.
2. Divide the participants into groups.
2. Give each group/participant one set of the ads.
3. Discuss each ad. (Some examples below)

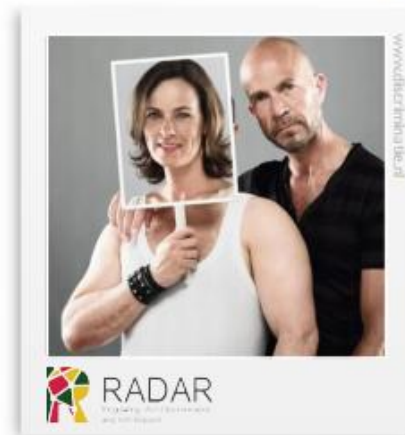
Anti-racism campaign flashcards

- What does the ad stand for?
- What is the purpose of the ad?
- Does the advertisement make you want to learn more?
- Does the advertisement visualize the benefits of the product?
- What do you feel when looking at this ad?
- Have you seen a similar ad before?
- Have you seen an ad for the same product but made differently?
- How does the ad deal with the topic of race, if at all?
- Is race a clear element in the ad? Positive or negative?
- How would you design an ad campaign that would be specifically targeted as an anti-racism campaign?
- How would you use anti-racism advertising to promote a product/service?

Examples of anti-racism campaign flashcards

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RADAR Debate Flashcards

- Topic
- Racism
- Level
- Adults
- Objective
- To form and give opinions
- Group size
- 1-15
- Duration
- 1 hour+
- Material needed
- Radar Debate questions

RADAR Debate Flashcards

- Laminate the cards.
- Version 1. Give out cards to the participants or read out the questions aloud and let the participants discuss and debate the topic.
- Version 2. Split the participants in two groups, “Yes and no” / “Pros and cons” / “For and against” depending on the question. Let the groups debate the topic, and while the groups are debating, listen in and write down the points of views as you hear them, in order to create a different exercise with the + - /pros & cons.
- You can also assign a voluntary person as a judge to determine which group has won the debate through better argumentation (the judge must give feedback and justify his/her decision).

Examples of Debate Flashcards

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What kind of actions do you take when you encounter racism or prejudice against others?



What kind of actions have you taken in order to eradicate racism or prejudice?



In your view, in which countries or areas is racism most predominant?



What are the social or psychological factors that may lead to racist thinking?

Discriminating Job Ads Flashcards

- Topic
- Racism and discrimination
- Level
- Adults
- Objective
 - To discuss job advertising and what they contain in regards to racism and discrimination
- Group size
 - Small groups (2-3), single participants
- Duration
 - 60+ min
- Material needed
 - Flashcards – discriminating job ads

Discriminating Job Ads Flashcards

1. Print the pages in color and distribute one set to each participant/group or print the pages and laminate each ad separately.
2. Divide the participants into groups.
3. Give each group/participant a set of the ads.
4. Discuss each advert. (Some examples below)
 - What does the advert want to say?
 - What is the purpose of the ad?
 - In which way is the ad discriminatory or racist?
 - How would you rewrite the adverts into a non-discriminatory or non-racist advertisement?
 - Would you apply (if you would qualify) for any of the jobs in this exercises? Why or why not? Elaborate on your answer.
 - What do you feel when looking at this ad?
 - Have you seen a similar job advert before?

Discriminating Job Ads Flashcards

- Write two job adverts for the same job (at your own workplace or at a fictional work place), one in a discriminatory/racist way and one in an anti-racism/anti-discriminatory way. Compare the adverts and explain why or why not you think some people would respond better to one of the ads. What type of people do you think your ads would attract? If you would prefer to hire a specific type of person (young, single, childless, Asian or male, etc), how could you specify your requirements without writing it in a discriminatory way?

Examples of Discriminating Job Ads Flashcards

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JOB OPPORTUNITIES

Legal Counsel:

Main responsibilities:

- Organisation and monitoring of arbitration procedures
- Research and legal advice (procedure and case law)

Profile:

- Attorney-at-law with regular practice in a law firm
- Experience in arbitration
- Experience in sports law
- Interest for sport in general
- Fluent in English and very good command of french and/or German (oral and written)
- Good writing skills.
- Aged between 25 and 40

Available as from 1 December 2012 or to be discussed

 **WRONG**

Customer Service

- The Award Winning Automobile Manufacturer
- Global Presence Highly Profitable Multination
- Excellent Career Progression In A Dynamic E

Responsibilities:

- Assist service advisors (after sales department) in all admin
- Provide excellent customer service
- Handle all phone calls
- Help out at receptionist desk
- Other ad hoc duties as assigned

Requirements:

- Degree holder with good command in ENGLISH
- At least 2 year experience in Automotive industry preferred
- Proficient in MS Office applications
- Good interpersonal communications skills, effectively at all level
- ONLY Filipino need apply

 **WRONG**

Account Director (knowledge of DM & Digital)

Recruiter	Plus Recruitment	Apply now
Posted	03 October 2013	(This will open in a new window)
Closes	03 November 2013	
Location	Global	
Sector	Marketing, PR & Advertising	
Contract Type	Permanent	
Salary	From £35,000 to £45,000 per annum + Car	

Further information

Account Director

Global

To include clients in the Middle East.


Please note: Due to the travel and work restrictions for women in this area, we need limit our candidate selection to males only.

 **WRONG**

Job Type: Contract

Positions available for experienced cleaners in supermarket cleaning for night and/or morning work. Must be able to work unsupervised, to a timetable and have an eye for detail. Must have own transport + licence and abn (australian business number). Store requires no indians or asians please. **MUST SPEAK ENGLISH.**

Visits: 12

 **WRONG**

PART TIME shop salesgirl - Sliema

Job Details

We require a SALESGIRL for a retail shop in Sliema. MUST possess the following:

- Already lives in Sliema
- Over 25 - No one under 20 will be accepted for this job
- Ready to work shifts (the shifts are from 11:00 AM to 10:00 PM and from 17:00 to 21:00)
- Ready to work rotating shifts & weekend
- We are not interested in single mothers with relief because they cannot work the amount of hours we require, so please do not apply.

Send an sms with and write your age and the word "Sliema" and we will call you back.

 **WRONG**

Urgent!!!

Filipino Female with pleasing personality and has work in a Fine Dining Restaurant

Please send your CV to: bossesmerogmail@gmail.com

 **WRONG**

Racist Cartoon Flashcards

- Topic
- Racism and anti – racism
- Level
- Adults
- Objective
- To discuss racist and prejudiced pictures from different sources
- Group size
- Small groups (2-3)/ whole group
- Duration
- 60+ min
- Material needed
- Flashcards – Racist cartoons

Racist Cartoons Flashcards

1. Print the pages in color and distribute a set to each participant/group or print the pages and laminate each ad separately.
2. Divide the participants into groups.
3. Give each group/participant a set of the cartoon pictures or discuss each with the whole group.
4. Discuss each cartoon. (Some examples below)
 - What is the meaning of the cartoon?
 - Does the text say something different from the picture?
 - What do you feel when looking at the picture?
 - How does the cartoon deal with the topic of race, if at all?
 - Is race a clear element in the cartoon? Positive or negative?
 - What would you change in the cartoon?
 - What kind of values or ideology does the cartoon convey?

Examples of Racist Cartoons Flashcards

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Discriminating Finnish Ads Flashcards

- Topic
- Racism and anti - racism
- Level
- Adults
- Objective
- To discuss advertisements and how they display racism
- Group size
- Small groups (2-3), single participants, whole group
- Duration
- 60+ min
- Material needed
- Flashcards – Discriminating Finnish ads

Discriminating Finnish Ads Flashcards

1. Print the pages in color and distribute a set to each participant/group or print the pages and laminate each ad separately.
 2. Divide the participants into groups.
 3. Give each group/participant one set of the ads.
 4. Discuss each ad. (Some examples below)
- What does the ad stand for?
 - What is the purpose of the ad?
 - Does the advertisement visualize the benefits of the product?
 - What do you feel when looking at this ad?
 - Have you seen a similar ad before?
 - Have you seen an ad for the same product but made differently?
 - How does the ad deal with the topic of race, if at all?
 - Is race a clear element in the ad? Positive or negative?
 - How would you change the ad to be less discriminating/ racist?
 - In what other ways could you advertise this product?

Examples of Discriminating Finnish Ads Flashcards

RADAR Project: Regulating Anti-Discrimination and Anti-Racism

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Discriminating Finnish Ads Flashcards



Participants' response to the exercises

- The participants in the Radar training conducted in Helsinki by Learnmera Oy were very receptive to the icebreakers, flashcard and other exercises
- Icebreakers such as Where Your Name Comes From was seen as a fun, light, quick but informative exercise and most participants had a funny or interesting story to tell about their name. The exercise was easy to do for shy individuals, but most trainees were quite extroverted and enjoyed telling their stories. It created an immediate familiarity with the group and made everyone see the variety of cultures in the group and learn something about the name-giving traditions in other cultures.

Participants' response to the exercises

- Flashcard exercises were also well received. The ones involving images engaged the participant's attention and many asked for access to the flashcards afterwards. The cards were first discussed in pairs or small groups, and then the thoughts were shared together with the whole group.
- The Finnish ads, cartoons and pictures flashcards were a good way to familiarise the participants with the material, and then they could choose e.g. one ad to analyse in the Radar analysis template
- The racist ads and pictures flashcards generated a lot of discussion and interaction between the participant

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