



Calling All Colors

Being the Change You Want to See in Your School and Community!

Lesson 2: Understanding Biases, Stereotypes and their Impacts Facilitator Guide

Objective: For facilitators only do not read aloud.

This exercise will allow students to be introduced to the concepts of Stereotypes, Biases and their impacts. The conclusion of the activity will help begin discussions to brainstorm, design and implement the School Action Plan.

Supplies: LEDA will provide Zoom room access as the platform for the delivery of this Calling All Colors lesson. Every CAC facilitator should have access to their school Zoom room, have granted access to their entire CAC group, and ensured everyone knows how to login prior to the session. *** Please also ask that every student has access to a pencil and paper to jot down their ideas.

Step 1 - Facilitator Read: First some logistics: We ask that if at all possible you turn your camera on for the important discussions and work we are going to do today and in each future lesson. Also, please keep yourself on mute unless you are speaking to eliminate any background noise.

Welcome to the Calling All Colors Lesson 2!

Today we are going to engage in some activities that will help us to understand how stereotypes and biases impact our daily lives. Then we will conclude the lesson by beginning to brainstorm our School Action Plan.

****** Step 2 – Safe Space Rules:*** Remind your group of the Safe Space Rules. Since they were covered in lessons one and two you can forgo reading them.

****** Step 3 – Opening Icebreaker:*** Have your group describe how their week is going in one word. They can elaborate in 30 seconds or less if they would like to provide context regarding their word. Once they are done have them pass it to another person.

****** Step 4 – Stereotypes and Biases Activity:***

1. Read: Next we are going to discuss Biases and Stereotypes.
2. Ask the question, what do you think Stereotypes are? (Take 2-3 volunteers)
3. Stereotypes Defined: A widely held but fixed and oversimplified image or idea of a particular type of person or group of people.

For Example: Certain groups are more athletic, better dancers, more apt to commit crimes, smarter etc.

4. What do you think Biases Are? (Take 2-3 volunteers)

5. Biases Defined: Showing preference or prejudice for or against a person or group of persons.

6. The Connection of Stereotypes & Biases: Stereotypes and biases are very similar concepts but the impact of the ideals is moving the bad messages from thought to action. For example: favoring one group over another or seeking a partner in a school project because they are more similar to you is essence allowing stereotypes to move to biases in your actions.

Video Activity: (Please have your group watch this clip:

<https://www.youtube.com/watch?v=QO9Rdg1wMT8>

Facilitator Debrief Questions:

(the clip is quick so playing it twice for students to pick up on everything is an option).

1. What stereotypes and biases did you notice in the short video clip?

2. What are the dangers of stereotypes and biases?

3. Have you ever witnessed stereotypes or biases playing out in our school?

B eginning the School Action Plan:

1. **R ead:** Throughout the academic year as our Calling All Colors group learns and processes these important topics related to diversity and inclusion, we will also be utilizing our knowledge to prepare our group School Action Plan.

2. **R ead:** A School Action Plan is essentially a program we will design and launch centered around a diversity related issue. The focus of the action plan will be a diversity concern we agree our school needs to improve on to ensure every student feels fully welcome, accepted and loved. Once we decide on a topic we will need to roll our action plan program out prior to the Spring CAC Conference so we can share our amazing work with all of the other CAC school groups. Lastly the slogan we have been brainstorming can either serve as part of the Action Plan Campaign or just remain a slogan for our CAC Group.

3. **R ead:** Let's spend 5 minutes brainstorming diversity related issues/concerns our school community needs to continue to grow in. This is a brainstorm and thus no

idea is a bad idea. Once we have our list we will spend time in our next lesson deciding on our Action Plan focus. *We will need someone to take notes of the discussion.*

Thank you for your engagement and participation today. We will meet as a group again on _____.