

# Somerset Youth and Community Service

# Equality and Diversity



**Aims:** explore the issue of equality and diversity within a youth club

**Learning Outcomes:**

By the end of the session the participants will:

- Explore what is equality and diversity
- Explore young people's belief system
- Celebrate diversity

**Group size:** 6 - 8

**Time:** 1 hour

**Venue:** Youth club

**Materials:**

- Prepared flip charts:
  - definition of equality
  - two sheets with the headings 'seen' and 'unseen'

Time	What	Who	With
5 mins	Introduction to the session, ensure everyone feels happy and safe.	worker	
10 mins	<u>What does equality mean to you?</u> Everyone takes turns in saying words to put on the flipchart.	worker	Flip chart
10 mins	<u>Definition of equality and diversity.</u> What do people think of it? Do they agree focus on the identity and the individual?  <i>"Equality and diversity is about respecting and accepting everyone's identity which is made up of everything we are, look like and believe and more. Everyone is different we are all unique .it's much more than tolerance its embracing the difference with-in each individual"</i>	all	Prepared flipchart
10 mins	What are the benefits of diversity?	all	Discuss
10 mins	Ask the young people to think about identity - the unseen and the seen. Put up two pieces of flip chart paper and ask them to write a list. When finished, come back as a group and discuss.		Prepared flipchart
10 mins	As a young person have you ever experienced discrimination, how did it feel?	all	All discuss
5 mins	So imagine having to go through that on a regular basis because of your disability, sexual orientation, race, age, gender or because your religious beliefs are different.		
5 mins	Ask young people if the session has given them something to think about and what they could do in the club to make it more equal.		To do list
	Close the session		

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# Equality and Diversity Info sheet



## What does equality mean to you?

This will vary from person to person but may include things like:

- Everyone being treated fairly
- Not discriminating against people because of race, gender, disability etc.
- Not making assumptions about people based on their race, gender, religion etc.
- Treating people as individuals

## Definition of equality and diversity

"Equality and diversity is about respecting and accepting everyone's identity which is made up of everything we are, look like and believe and more. Everyone is different we are all unique .it's much more than tolerance it's embracing the difference with-in each individual"

## Benefits of diversity

These could include:

- Everyone can learn about other cultures
- Brings together lots of different experiences and perspectives
- Makes society fairer
- Increases our understanding
- Encourages to embrace freedom

## Identity – seen and unseen

These could include:

Seen	Unseen
<ul style="list-style-type: none"><li>• Skin colour</li><li>• Some disabilities</li><li>• Some religions</li><li>• Tattoos / piercings</li><li>• Clothes / hair / make up</li></ul>	<ul style="list-style-type: none"><li>• Sexual orientation</li><li>• Some disabilities</li><li>• Some religions</li><li>• Family background &amp; values</li><li>• Education</li></ul>