Prejudice Reduction Workshop

1. "Same & Different" - Kindergarten:
Overview: This workshop focuses on the concept of same & different. Students participate in activities to gain an understanding of what makes people the same or different.
Objectives: Students will be able to identify the terms same & different, recognize how to treat people with respect; state one thing that brings value to their individuality.

2. "Disability Awareness" - Second Grade:
Overview: This workshop concentrates on the many ways people are differently abled. Activities include using Braille cards.
Objectives: Students will be able to identify how people are alike and different and will have an increased awareness of people with disabilities.

3. "We Are All Unique" - Third Grade:
Overview: This workshop focuses on the concept of individual uniqueness. Activities concentrate on the uniqueness of the students and the diversity in their classroom.
Objectives: Students will be able to recognize the physical differences that exist within the classroom: share one thing about a classmate that they didn't know before; define diversity & unique.

4. "A Class Divided" - Fourth Grade:
Overview: Students watch a video and participate in discussion, both illustrating teasing as a form of discrimination. Students are encouraged to think of ways to counteract this form of discrimination.
Objectives: Students will be able to recognize the diversity within their classroom and recognize that teasing is hurtful.

5. "True Colors" - Fifth Grade:
Overview: Students are exposed to discrimination through a "hidden-camera" video. Issues raised in the video are addressed during a class discussion.
Objectives: Students will be able to state the impact of prejudice, stereotypes, and discrimination; recognize the unfairness of discrimination; define the terms: perspective, diversity, discrimination, prejudice and stereotypes; identify ways to help themselves and others when faced with discrimination.

6. "Living Together: Cultural Change in Blue Earth and Nicollet Counties" - Sixth Grade:
Overview: Students view and discuss a video about local history that is designed to make them aware of new families in their schools and community. The video stimulates discussion about what it is like to be an immigrant and how new people can enrich a community. Students will also discuss prejudice and how people can make the future different from the past.
Objectives: Students will be able to define stereotype, prejudice, discrimination, and racism; understand what immigrants and refugees are; identify appropriate approaches for addressing racism and discrimination.

Community-led
Continuous evaluation
Teacher-recommended
Age-appropriate
Research-based

Teacher-recommended
Continuous evaluation
7 "Understanding Sizism & Body Image"

Overview: Students will participate in a series of short activities to help them become aware of society's deeply ingrained biases toward people who do not meet the beauty ideal.

Objectives: Students will be able to define classism and understand that social status is a perception influenced by many factors; understand the tendency to judge a person's character based on their perceived social class and recognize that this prejudice can lead to discrimination; identify ways in which they use or misuse power.

8 "Viva La Difference"

Overview: Students participate in an activity and watch a video to better understand the feelings and behaviors associated with inclusion and exclusion.

Objectives: Students will be able to identify the many forms of bias behavior that lead to hate and discrimination; stimulate the experience of being included or excluded; describe feelings associated with inclusion or exclusion; relate feelings to real life experiences.

9 "Classism"

Overview: Students will participate in a game and discussion to increase understanding of stereotype, prejudice, and discrimination based on perceived socioeconomic class.

Objectives: Students will be able to define classism and understand that social status is a perception influenced by many factors; understand the tendency to judge a person's character based on their perceived social class and recognize that this prejudice can lead to discrimination; identify ways in which they use or misuse power.

10 "Gender Issues & Sexual Orientation"

Overview: Students participate in activities and discussions about segments of society that have access to power and those that have less power.

Objectives: Students will be able to identify power; recognize how the misuse of power can be viewed as discrimination; identify ways in which they use or misuse power.

11 "Recognizing Power"

Overview: Students will study and discuss actual Supreme Court cases involving religious liberty.

Objectives: Students will learn to interact respectfully in a community with diverse religious beliefs; think critically about the importance, practical application, and limitations of religious liberty; increase empathy and understanding for members of minority religions; learn the value of standing up for their own religious beliefs and practices.

12 "Religion in America: Liberty for Diversity"

Overview: Students participate in activities and discussions about segments of society that have access to power and those that have less power.

Objectives: Students will be able to identify power; recognize how the misuse of power can be viewed as discrimination; identify ways in which they use or misuse power.

Research-based Interactive Teacher-recommend
**Who We Are**
Established in 2004, the Greater Mankato Diversity Council (GMDC) exists to enhance Greater Mankato’s commitment to creating an inclusive and welcoming community.

Through education, communication and celebration, this community-focused, community-led, non-profit organization actively affirms and promotes the full participation of all. GMDC serves as a resource and emphasizes respecting differences and does not advocate for any particular group or individual.

**What We Do**
The GMDC’s mission is to build a community where the attitudes and actions of people foster mutual respect so all people can fully participate. Its specific goals are to:

- **Build capacity in the community to proactively address issues of diversity and discrimination by celebrating differences;**
- **Build capacity in the community to eliminate racism and all forms of discrimination;**
- **Build community awareness and support for diversity among individuals, businesses and organizations; and**
- **Expand diversity and education programs for all.**

The Council’s best-known program is its Prejudice Reduction Workshops, first introduced to area middle school students in March, 2005. These workshops are adopted from the successful Rochester (Minnesota) Diversity Council curriculum. The Prejudice Reduction Workshop curriculum has been studied and aligned by elementary grade level leaders, secondary curriculum committee, the Mankato Area Public Schools Curriculum Advisory Committee and it is reviewed by both Boards of the Mankato Area Public Schools and the Loyola Catholic School System.

This curriculum teaches respect as its core value. The lessons are age-appropriate, research-driven, and continually evaluated and revised. The lessons progress from kindergartners exploring the concepts of "same" and "different" to 8th graders talking about negative impacts of bullying. In high school, the objectives deal more directly with stereotyping, prejudice and the wide range of diversity found in community.

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“Diversity/respect...we teach it every day, but it is nice to have community members drive home the importance of respecting differences.”

-Joe Broze, teacher

“Challenging the student on using the derogatory name in class was SO important. Thank you for emphasizing respect and empathy in my classroom.”

-Amber Strawn, student teacher