

Activity 6 – Walk in their shoes...

Activity type/method: Experiential – Cognitive method (Perspective taking)

Learning Goal:

Through this activity the trainees are going to learn to see situations from other perspectives, in order to understand how diverse people may feel, show concern about their misfortunes, identify with their experiences and as a consequence increase their diversity skill.

Specificities: The activity can be done individually, but it works better in groups. The trainees write down the challenges those groups face alone or in small groups and then come back in one group to reflect upon their experience over the activity.

Duration: 1 hour

Material needed: “The list with the target groups”

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Useful notes for the trainer:

The proposed activity is a perspective-taking activity, based on the finding that the simple act of ‘writing a few sentences imagining the distinct challenges a marginalized minority might face’ resulted in improved attitudes and behaviors toward the marginalised group (Lindsey et al., 2015). Perspective-taking challenges individuals to put themselves in the shoes of an individual in a marginalized group.

In case of **individual activity**: Inform trainees that they will be provided with a list mentioning different target groups. Invite them to write one paragraph or sentences from the perspective of the target group presented, detailing the challenges that this group faces when looking for a job, considering social, economic, and cultural factors that might affect the target group’s behaviors and opportunities. When they have finished the assigned task they come back into a group to reflect on their experience.

Group activity: Get trainees into small groups (2-3 persons) and provide them with the list with the different target groups. Ask them to present in a paragraph (several sentences) mentioning the challenges that this group faces when looking for a job from the perspective of the target group presented. Invite them to work together and share their ideas and experience with the target groups. When they have finished with the questions they come altogether in a group for discussion.

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Instructions:

Look at each of the target groups below and write a paragraph or several sentences from the perspective of the target group presented, detailing the challenges that this group faces when **looking for a job**, considering social, economic, and cultural factors that might affect the target group's behaviors and opportunities.

Disabled: _____

Roma: _____

Elderly: _____

Women: _____

Muslims: _____

LGBTQI: _____

Asylum seekers: _____

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Questions for reflection:

- Share with the other members of the group the challenges that each of these groups face.
- Was it easy for you to imagine the difficulties, obstacles that those groups may face? Have you imagined all possible challenges?
- What was your overall experience over this activity? What did you learn?

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