

Lesson/Training Planner with Timings Calculator								© am horizon training group
Lesson/Session Title		Diversity: A Leadership Tool						
Date								
Student/Trainee Numbers		28-30						
Lesson/Session Duration		5 Hours						
Entry Behaviour/Level		Mid Level - Advanced						
Location								
Set Up & Seating Layout		Classroom Setting						
Aims		To introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity						
Lesson or Training Session Objectives		We will examine the difference between Diversity/Inclusion and Affirmative Actions. We recognize methods of human motivation. We will explore the perceived conflicts that all humans face. We will create Action plans that develop long term and short term strategies for change.						
Insert Start Time ð		8:30[1]		This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration [3]	End time [4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method [5]	Notes[6]	
8:30	0:05	8:35	Introductions/theoretical underpinnings	Powerpoint	Workbook		Mountain Top Speech, MLK	
8:35	0:30	9:05	Constitution of the United States/Freedoms Cost	Discussion, lecture	Workbook	Will know 3 important dates focused on civil rights		
9:05		9:05	King Sings	Film	Film			
9:05	0:40	9:45	Diversity, Inclusion vs. Affirmative Actions	Discussion, lecture	Workbook	Know the difference between the two concepts		
9:45	0:10	9:55	Silent Beats Film	Film	Film			
9:55	0:10	10:05	Break					
10:05	0:30	10:35	What I Learned Growing UP	Discussion, Large Group Activity, Cards	Cards			
10:35	0:20	10:55	Truths About Humans	Discussion, Large Group Activity, Cards	Cards			
10:55	0:30	11:25	Values, Circles of Influence	Discusion	Workbook			
11:25	0:40	12:05	Cultural Clash	Simulation	Workbook, Simulation			
12:05	0:20	12:25	Nature of Culture/ Cross Cultural Conflict	Lecture/Simulation	Simulation			
12:25	0:45	13:10	Leadership Skills & Conflict Management	Lecture, DISC	DISC ASSESSMENT			

13:10	0:20	13:30	Goal Setting Closing/Evaluation	Discussion, lecture	Workbook		Provide the online asessment information.	

Lesson/Training Planner with Timings Calculator

Lesson/Session Title

Diversity: A Leadership Tool

Date

Student/Trainee Numbers

28-30

Lesson/Session Duration

5 Hours

Entry Behaviour/Level

Mid Level - Advanced

Location

Set Up & Seating Layout

Classroom Setting

Aims

To introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity

Lesson or Training Session Objectives

We will examine the difference between Diversity/Inclusion and Affirmative Actions. We recognize methods of human motivation. We will explore the perceived conflicts that all humans face. We will create Action plans that develop long term and short term strategies for change.

Insert Start Time 8

8:30[1]

This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.

Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]
8:30	0:05	8:35	Introductions/theory underpinnings	Powerpoint	Workbook		Mountain Top Speech, MLK
8:35	0:30	9:05	Constitution of the United States/Freedoms Cost	Discussion, lecture	Workbook	Will know 3 important dates focused on civil rights	
9:05		9:05	King Sings	Film	Film		
9:05	0:40	9:45	Diversity, Inclusion vs. Affirmative Actions	Discussion, lecture	Workbook	Know the difference between the two concepts	
9:45	0:10	9:55	Silent Beats Film	Film	Film		
9:55	0:10	10:05	Break				
10:05	0:30	10:35	What I Learned Growing UP	Discussion, Large Group Activity, Cards	Cards		
10:35	0:20	10:55	Truths About Humans	Discussion, Large Group Activity, Cards	Cards		
10:55	0:30	11:25	Values, Circles of Influence	Discusion	Workbook		
11:25	0:40	12:05	Cultural Clash	Simulation	Workbook, Simulation		
12:05	0:20	12:25	Nature of Culture/Class	Lecture/Simulation	Simulation		
12:25	0:45	13:10	Leadership Skills & Conflict Management	Lecture, DISC	DISC ASSESSMENT		
13:10	0:20	13:30	Goal Setting Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.

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Lesson/Training Planner with Timings Calculator

Lesson/Session Title

Diversity: A Leadership Tool NARI

Date

Student/Trainee Numbers

28-30

Lesson/Session Duration

1Hour

Entry Behaviour/Level

Mid Level - Advanced

Location

Set Up & Seating Layout

Classroom Setting

Aims

To introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity

Lesson or Training Session Objectives

We will examine the difference between Diversity/Inclusion and Affirmative Actions. We recognize methods of human motivation. We will explore the perceived conflicts that all humans face. We will create Action plans that develop long term and short term strategies for change.

Insert Start Time 0

6:00[1]

This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.

Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]
6:00	0:00	6:00	Introductions/theory underpinnings	Powerpoint	Workbook		Mountain Top Speech, MLK
6:00	0:10	6:10	Constitution of the United States/Freedoms Cost	Discussion, lecture	Workbook	Will know 3 important dates focused on civil rights	
6:10		6:10	What people need: N	Cards	Lecture		
6:10	0:07	6:17	What I learned...	Discussion, lecture	Workbook	Know the difference between the two concepts	
6:17	0:10	6:27	Divas in the Workplace	Discussion	Lecture		
6:27	0:10	6:37	Attitude & Goals	Discussion			
6:37	0:30	7:07	Positivity & Fruit				

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Lesson/Training Planner with Timings Calculator								© am horizon training group
Lesson/Session Title		Cultural Specific Knowledge: Latino/Native Americans						
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims		To introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity						
Lesson or Training Session Objectives		Cultural Specific Knowledge (5, 120-minute sessions) - It is the intent to bring in presenters specifically to address the following topics as they relate to Somali, Latino, Hmong, African Americans, and Native Americans.						
Insert Start Time ð		9:00[1]		This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration [3]	End time [4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method [5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:25	9:30	Skills in Cross-Cultural Communication and Languages: Latinos	Discussion, lecture	Video	Action planning		
9:30	0:20	9:50	Attitudes	Discussion, lecture	Workbook			
9:50	0:20	10:10	Organizational Knowledge	Discussion, lecture	Group	Journals		
10:10		10:10						
10:10	0:10	10:20	Break					
10:20	0:25	10:45	Skills in Cross-Cultural Communication and Languages: Native American	Discussion, lecture	Workbook			
10:45		10:45						
10:45		10:45						
10:45	0:20	11:05	Attitudes					
11:05		11:05						
11:05	0:20	11:25	Organizational Knowledge					
11:25	0:10	11:35	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	



Lesson/Training Planner with Timings Calculator								© am horizon training group
Lesson/Session Title		Cultural Specific Knowledge: Somali/Hmong						
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims		To introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity						
Lesson or Training Session Objectives		Cultural Specific Knowledge (5, 120-minute sessions) - It is the intent to bring in presenters specifically to address the following topics as they relate to Somali, Latino, Hmong, African Americans, and Native Americans.						
Insert Start Time ð		9:00[1]		This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration [3]	End time [4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method [5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:25	9:30	Skills in Cross-Cultural Communication and Languages: Solami	Discussion, lecture	Video	Action planning		
9:30	0:20	9:50	Attitudes	Discussion, lecture	Workbook			
9:50	0:20	10:10	Organizational Knowledge	Discussion, lecture	Group	Journals		
10:10		10:10						
10:10	0:10	10:20	Break					
10:20	0:25	10:45	Skills in Cross-Cultural Communication and Languages: Hmong	Discussion, lecture	Workbook			
10:45		10:45						
10:45		10:45						
10:45	0:20	11:05	Attitudes					
11:05		11:05						
11:05	0:20	11:25	Organizational Knowledge					
11:25	0:10	11:35	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	



Lesson/Training Planner with Timings Calculator								© am horizon training group
Lesson/Session Title		A New Conversation about Race						
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims		To introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity						
Lesson or Training Session Objectives		A New Conversation about Race (120- minute session) – So what? We have all this new information so what do we do with it? How do we change our actions and behavior?						
Insert Start Time ð		9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.					
Start Time[2]	Activity Duration [3]	End time [4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method [5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:30	9:35	Old conversation about Race	Discussion, lecture	Video	Action planning		
9:35	0:20	9:55	Telling Persoanal Stories	Discussion, lecture	Workbook			
9:55	0:30	10:25	Cacus Groups	Discussion, lecture	Group	Journals		
10:25	0:15	10:40	New Conversations about Race	Discussion, lecture	Video			
10:40	0:10	10:50	Break					
10:50	0:20	11:10	Cultral Competence	Discussion, lecture	Workbook			
11:10	0:20	11:30	Personal Stories	Discussion, lecture	Workbook			
11:30		11:30						
11:30	0:20	11:50	Timeline of awareness	Discussion, lecture	Workbook			
11:50		11:50						
11:50		11:50	Becoming an ALLY	Discussion, lecture	Workbook			
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	



Lesson/Training Planner with Timings Calculator								© am horizon training group
Lesson/Session Title		Cultural Competence						
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims		To introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity						
Lesson or Training Session Objectives		Cultural Competence (120-minute session) - The Cultural Competence training will develop each institution's ability to become more culturally competent. Cultural competence is defined as the integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of services, thereby producing better outcomes. This means individuals must learn new patterns of behavior and effectively apply them in appropriate settings.						
Insert Start Time ð		9:00[1]		This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration [3]	End time [4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method [5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:30	9:35	Talk about online assessment	Discussion, lecture	Workbook	Action planning		
9:35	0:20	9:55	What is culture?	Discussion, lecture	20/20 Video			
9:55	0:30	10:25	Cultural Clash	Simulation	Game	Journals		
10:25	0:15	10:40	Old conversation about Race	Discussion, lecture	Video			
10:40	0:10	10:50	Break					
10:50	0:20	11:10	Cultural Competence	Discussion, lecture	Workbook			
11:10	0:20	11:30	Name 5 activity	Discussion, lecture	Workbook			
11:30	0:10	11:40	Speech by a famous American	Discussion, lecture	Workbook	Dia-ad sharing		
11:40		11:40	Fabric of Oppression	Discussion, lecture	Workbook			
11:40	0:20	12:00	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
12:00	0:20	12:20	Becoming an ALLY	Discussion, lecture	Workbook			
12:20	0:10	12:30	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assessment information.	





Lesson/Training Planner with Timings Calculator								© am horizon training group
Lesson/Session Title		What is Race?						
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims		To introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity						
Lesson or Training Session Objectives		Race, Poverty, and Wealth (120-minute session) - Race, poverty, and wealth are political constraints that help to organize and label individuals and groups. The session will explore the creation of the race concept and how it directly relates to the attainment of wealth. The forces that help to create “hot-spots” in effort to design strategies to combat them will also be examined.						
Insert Start Time ⚡		9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.					
Start Time[2]	Activity Duration [3]	End time [4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method [5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:15	9:20	What is Race?	Discussion, lecture	Workbook	Action planning		
9:20	0:20	9:40	Governament defines Race.	Discussion, lecture	EEOC Definitions			
9:40	0:45	10:25	Race the power of an Illusion	Simulation	Video	Journals		
10:25	0:15	10:40	Clines vs. Races	Discussion, lecture	Video			
10:40	0:10	10:50	Break					
10:50	0:20	11:10	How Racism Hurts Whites	Discussion, lecture	Workbook			
11:10	0:20	11:30	Invisible Knapsack	Discussion, lecture	Workbook			
11:30	0:10	11:40	Speack by a famous American	Discussion, lecture	Workbook	Dia-ad sharing		
11:40		11:40	Racism is Real	WCCO Video	Video			
11:40	0:20	12:00	A New Conversation about Race	Discussion, lecture	Journals, 6X4 Cards			
12:00	0:20	12:20	Becoming an ALLY	Discussion, lecture	Workbook			
12:20	0:10	12:30	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	



Lesson/Training Planner with Timings Calculator								© am horizon training group
Lesson/Session Title		Poverty and Wealth						
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims		To introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity						
Lesson or Training Session Objectives		Race, Poverty, and Wealth (120-minute session) - Race, poverty, and wealth are political constraints that help to organize and label individuals and groups. The session will explore the creation of the race concept and how it directly relates to the attainment of wealth. The forces that help to create “hot-spots” in effort to design strategies to combat them will also be examined.						
		Poverty and Wealth We often think of those in poverty as needing our help, we have pity for them and in the end we serve them with low expectations. What if there are resources in the community that are often over looked. We often look at people in poverty and blame them. We say they are lazy, they don't want to do better or that they just like living that way? What would you do in a similar situation? What Could people say about you? In this workshop we will seek to explore these and many other issues that allow us to define the rich and the poor.						
Insert Start Time ð		9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.					
Start Time[2]	Activity Duration [3]	End time [4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method [5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Why are people poor?	Discussion, lecture	Workbook	Action planning		
9:15	0:20	9:35	Describe the "hood"	Discussion, lecture		diagram		
9:35	0:10	9:45	Star Power	Simulation	Simulation	Journals		
9:45	0:10	9:55	What do we say about poor people?	Discussion, lecture	Video			
9:55	0:10	10:05	The Race	Simulation				
10:05	0:15	10:20	Break					
10:20	0:40	11:00	Race the Power of Illusion:Part III	Discussion, lecture	Video			
11:00	0:20	11:20	Poverty Frame Work	Discussion, lecture	Workbook	Dia-ad sharing		
11:20		11:20						
11:20	0:20	11:40	Rich vs. Wealth	Discussion, lecture	Journals, 6X4 Cards			

11:40	0:20	12:00	Becoming an ALLY	Discussion, lecture	Workbook			
12:00	0:10	12:10	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online asessment information.	

Lesson/Training Planner with Timings Calculator								© am horizon training group
Lesson/Session Title		Diversity 101: A New Paradigm						
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims		This workshop session is designed to help us look at “diversity” from a different angle. The systems and institutions that oppress people are not our fault, but we must take responsibility to dismantle ineffective systems in order to build equity for all. We must move from looking at diversity to moving toward cultural competence in our organizations. What does diversity mean? Nothing. Ask any number of people, and you will get any number of answers. In Anoka County, we understand that we have asked our people to not think in terms of diversity, but in terms of where they fall on a continuum of cultural competence. This paradigm has shaped and shifted how we do our work internally, as well as with the public.						
Lesson or Training Session Objectives		<ul style="list-style-type: none"> <li>•Identify and discuss the old definition of Diversity vs. a new definition.</li> <li>•Understand our socialization into the Old Diversity Paradigm.</li> <li>•Explore the concepts of white privilege, collusion, internalized oppression, and empowerment to build a New Paradigm for Diversity.</li> <li>•Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.</li> </ul>						
Insert Start Time ð		9:00						
Start Time[2]	Activity Duration [3]	End time [4]	•	Activity	Resources	Assessment method [5]	Notes[6]	
9:00	0:10	9:10	Why through a tantrum if no one is watching?	Lecture, Video, Discussion	Video, Power point			
9:10	0:10	9:20	5 Circles/Connection	Discussion, lecture, "game"	Discussion			
9:20	0:20	9:40	Mindset matters	Video	20/20 Video			
9:40	0:30	10:10	What you know...Paradigms/ Dignity and Honor	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:10	0:15	10:25	Blind Spots	Discussion, lecture	Video			
10:25	0:10	10:35	Break					
10:35	0:10	10:45	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:45	0:20	11:05	What I learned growing up	Discussion, lecture	Workbook			
11:05	0:10	11:15	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:15		11:15	Internalization process	Discussion, lecture	Workbook			
11:15	0:20	11:35	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			

11:35	0:20	11:55	Becoming an ALLY	Discussion, lecture	Workbook			
11:55	0:10	12:05	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Wealth & Poverty: Why Are People Poor?					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			This workshop session will explore the question: Why are people poor? The simple answer is because they have been taught to be poor. Folks often talk about how to deal with the issue of wealth versus poverty, or how to reach affirmative action goals, but don't often talk about the culture of the organization. This workshop closes that gap. We will examine the social and economic forces that frame the poor experience as we also examine systems and resources that empower individuals and create wealth.					
Lesson or Training Session Objectives			<ul style="list-style-type: none"> <li>•Understand conscious and unconscious effects of poverty and wealth.</li> <li>•Explore the concepts of white privilege, collusion, internalized oppression, and empowerment as they pertain to economic status.</li> <li>•Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.</li> </ul>					
Insert Start Time ⚡								
Start Time[2]	Activity Duration[3]	End time[4]	.	Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.	Resources	Assessment method[5]	Notes[6]	
	0:05	0:05		Introductions/theory underpinnings	Powerpoint	Workbook	Talk about website and hand out MP4 media devices	
0:05	0:10	0:15		Allergy of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave	
0:15	0:20	0:35		Mindset matters	Video	20/20 Video		
0:35	0:30	1:05		What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals	
1:05	0:15	1:20		Blind Spots	Discussion, lecture	Video		
1:20	0:10	1:30		Break				
1:30	0:10	1:40		Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards		
1:40	0:20	2:00		What I learned growing up	Discussion, lecture	Workbook		
2:00	0:10	2:10		Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing	
2:10		2:10		Internalization process	Discussion, lecture	Workbook		
2:10	0:20	2:30		Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards		

2:30	0:20	2:50	Becoming an ALLY	Discussion, lecture	Workbook			
2:50	0:10	3:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	



Lesson/Training Planner with Timings Calculator								© am horizon training group
Lesson/Session Title		The CAVE						
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims		<p>The Cave</p> <p>Who should live in a cave? We all live in some type of cave whether it is fear, old habits or a change in careers. Our cave sometimes keeps us from seeing, hearing or acknowledging the truth both about ourselves and the world around us. This workshop will explore why people live in "Caves" and what it might take to encourage them enough to adapt to a world outside the cave where they can learn, change and thrive.</p>						
Lesson or Training Session Objectives		<p>Why is it difficult to change? We often operate in the world with the limited paradigms given to us by family, friends, media, and even our government. As practitioners, it becomes more important that we start to look beyond the surface and analyze our own behavior. Profiling is a form of stereotyping that may guide our decisions, either giving or limiting resources to our clients. This workshop session is focused on exposing those thought patterns, thereby creating pathways to a greater understanding of ourselves and the systems in which we operate.</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>•Increase awareness and understanding of individual, institutional, and societal cultural manifestations of oppression.</li> <li>•Understand conscious and unconscious impacts of oppression on men.</li> <li>•Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression.</li> <li>•Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.</li> </ul>						
Insert Start Time δ		9:00[1]		This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration [3]	End time [4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method [5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			

11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Reverse Discrimination: The Ghost of Christmas Future					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			<p>Often we think of reverse discrimination as one of those urban legends like Bigfoot or alligators in the sewers, something we hear about but "doesn't really happen." Alas, there has been a clarion call for organizations to awaken from the dream (nightmare?) and look more closely at the adverse impact of affirmative action, hiring bias, and our equity efforts.</p> <p>In this workshop session we will examine the lessons learned from both the Harvard professor/police officer incident in Cambridge, Massachusetts, and the New Haven, Connecticut, fire captain and lieutenant promotional examinations, which made their way to the U.S. Supreme Court. By examining these situations, we will learn how to make our organization work toward quality in the landscape of the Affirmative Action paradox</p>					
Lesson or Training Session Objectives			<ul style="list-style-type: none"><li>•Identify and discuss participants' class status.</li><li>•Understand our socialization in this socio -economic culture.</li><li>•Learn definitions and guiding assumptions about affirmative action and equity.</li><li>•Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of classism.</li><li>•Understand conscious and unconscious effects of inequities.</li><li>•Explore the concepts of white privilege, collusion, internalized oppression, and empowerment as they pertain to economic status.</li><li>•Understand the simple rules to protect our organization from being sued.</li></ul>					
Insert Start Time ⏲				This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
	0:05	0:05	Introductions/theory underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
0:05	0:10	0:15	Allergory of the Cave	Discussion, lecture	Allegory, Journal	Creation of a chart that symbolizes the cave		
0:15	0:20	0:35	Mindset matters	Video	20/20 Video			
0:35	0:30	1:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
1:05	0:15	1:20	Blind Spots	Discussion, lecture	Video			
1:20	0:10	1:30	Break					
1:30	0:10	1:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
1:40	0:20	2:00	What I learned growing up	Discussion, lecture	Workbook			
2:00	0:10	2:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		

2:10		2:10	Internalization process	Discussion, lecture	Workbook			
2:10	0:20	2:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
2:30	0:20	2:50	Becoming an ALLY	Discussion, lecture	Workbook			
2:50	0:10	3:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assessment information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Creating Cultural Competence					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			This workshop session is designed to help organizations create cultural competence plans as a means to meet affirmative action goals. Folks often talk about how to create cultural competence or how to reach affirmative action goals, but often don't talk about the culture of the organization. Anoka County, Minnesota, has implemented the cultural competence model and has found great improvement in how its staff has changed its thoughts about diversity and diversity training. This workshop closes that gap.					
Lesson or Training Session Objectives			•Learn definitions and guiding assumptions about race, racism, and cultural competence. •Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of culture. •Understand conscious and unconscious mores in a culture. •Understand the experiences of people from different racial heritages. •Explore the costs and benefits of working to end racism through building on cultural strengths.					
Insert Start Time ⏲			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theory underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			

11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online asessment information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Tell The Truth, Black People Are Racist Too!					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			This workshop session is designed to help us look at the system of oppression and the ways it has been internalized by people of color. No longer do we have signs that separate us; nevertheless, the issues continue, and this session seeks to explore and explain why. The systems and institutions that oppress people are not our fault; nevertheless, we must take responsibility to dismantle ineffective systems in order to build equity for all. We must move from looking at diversity to moving toward cultural competence in our organizations.					
Lesson or Training Session Objectives			•Identify and discuss cultural and ethnic heritages of Africans/African Americans. •Understand our socialization into the American culture. •Understand conscious and unconscious effects of internalized racism. •Explore the concepts of white privilege, collusion, internalized oppression, and empowerment as they pertain to economic status.					
Insert Start Time δ			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theory underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	





Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Guilt Is No Good: How White People Can Be Allies To People Of Color					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			Oftentimes in discussions of equity, white people are made to feel guilty and become silent. During this workshop session, we will work to redefine the issues and help whites to take action in their communities. Folks often talk about how to deal with the issue of guilt or how to reach affirmative action goals, but often don't talk about the culture of the organization. This workshop closes that gap.					
Lesson or Training Session Objectives			•Identify and discuss cultural and ethnic heritages. •Understand our socialization into the American culture. •Explore the concepts of white privilege, collusion, internalized oppression, and empowerment. •Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants					
Insert Start Time ⏰			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	



Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Making Of A Man: Issues In Masculinity					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			This workshop session explores the popular notion of manhood. We seek to explore the issues, concerns, and resolutions to our current crisis in masculinity. Folks talk about how to deal with the issue of masculinity in very old-fashioned terms, but often don't talk about the rising tide of violent masculinity (e.g., school violence, street shootings, and teen dating violence) or about the culture that is teaching boys to become violent men. This workshop closes that gap.					
Lesson or Training Session Objectives			•Examine the notion of violent masculinity in mass media. •Increase awareness and understanding of the boxes that men find themselves trapped in. •Learn information that contradicts stereotypes about what it means to be male.					
Insert Start Time ð			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Ganstas And Masters Of The Universe: Manhood & Power					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			Men of color are often under-represented and misunderstood in a number of important ways. Ask yourself this question: “Are there more Black men in college or in prison?” This simple and profound question holds the key to decreasing the disparities in health care, social services, and high school education rates. This workshop session will help participants understand ways to approach and serve men in our communities.					
Lesson or Training Session Objectives			•Increase awareness and understanding of individual, institutional, and societal cultural manifestations of oppression. •Understand conscious and unconscious impacts of oppression on men. •Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression. •Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.					
Insert Start Time ð			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theory underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know....Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			

11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online asessment information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Micro-Inequities & Discretionary Effort: Little Things Mean A Lot					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			This workshop session will explore the impact of the small, annoying things that are not discriminatory but nevertheless have a huge impact on personal and organizational performance. We will take a closer look at what they are, how these micro-inequities get built, and how these can impact people's ability to give their personal best.					
Lesson or Training Session Objectives			•Learn information that analyzes stereotypes and prejudice. •Understand the historical context of present day prejudice and inequities. •Explore the impact of micro-inequities on discretionary effort. •Envision a society in which micro-inequities do not exist. •Identify personal actions to address micro-inequities.					
Insert Start Time ⌚			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theoretical underpinnings	Powerpoint	Workbook			
9:05	0:10	9:15	Silent Beats	Discussion, Video	Video			
9:15	0:20	9:35	Dignity and Honor in being Human	Lecture	Cards, power point			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Red Pill, Blue Pill and Down The Rabbit Hole...					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			What is your Race? Why is that such an important question? This session seeks to explore how and why we have the need to organize people into “Race.” This workshop session will help us rediscover the Race Biology myths and the impact that has had on the system of oppression we call Racism.					
Lesson or Training Session Objectives			•Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of oppression. •Understand conscious and unconscious impacts of oppression on men. •Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression. •Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.					
Insert Start Time δ			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theory underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	





Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			A New Paradigm For Personal/Professional Bias					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			Have you been in a "Diversity Training" session? Was it as much of a waste of time for you, as it has been for me? Often in these sessions the conversation focuses on those who have been hurt the most by discrimination and the rest of the audience is made to feel guilty for things that they did not even do. Time for a new look at Diversity Efforts! This workshop session will explore a new discussion and paradigm of diversity issues that focuses on action for change and removing guilt.					
Lesson or Training Session Objectives			<ul style="list-style-type: none"> <li>•Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of oppression.</li> <li>•Understand conscious and unconscious impacts of oppression on men.</li> <li>•Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression.</li> <li>•Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.</li> </ul>					
Insert Start Time ð			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theory underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			

11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online asessment information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			The Good, The Bad and The Silent					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			In 1970 President Richard Nixon coined a phrase that has plagued our society ever since: “The silent majority.” This is the concept that there are people who sit back in silence, don't cause trouble, and agree with whatever is going on in the world. This workshop session seeks to expose the fact that silence is in fact consent. In the case of Kitty Genovese, the Columbia Space Shuttle, or the abduction of a child, our silence can have hurtful and even lethal consequences. We will examine ways in which we can create a support network for action.					
Lesson or Training Session Objectives			•Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of oppression. •Understand conscious and unconscious impacts of oppression on men. •Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression. •Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.					
Insert Start Time ⏲			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theory underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			

11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online asessment information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Diversity Relaoded					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Level								
Location								
Set Up & Seating Layout								
Aims			Have you been in a “Diversity Training” session? Was it as much of a waste of time for you, as it has been for me? Often in these sessions the conversation focuses on those who have been hurt the most by discrimination and the rest of the audience is made to feel guilty for things that they did not even do. Time for a new look at Diversity Efforts! This workshop session will explore a new discussion and paradigm of diversity issues that focuses on action for change and removing guilt.					
Lesson or Training Session Objectives			<p>Objectives:</p> <ul style="list-style-type: none"> <li>· Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of oppression.</li> <li>· Understand conscious and unconscious impacts of oppression on men.</li> <li>· Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression.</li> <li>· Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.</li> </ul> <p>Topics: Racism, Diversity, Illusions, Biology, Hidden Bias, Paradigm Shifts, Authentic Learning</p> <p>Session time: 120 minutes of instruction</p>					
Insert Start Time ⚡			9:00[1]	This lesson planner self-calculates timings - you need only insert the RED start time (left), and each activity duration time. Do not enter times in the grey columns.				
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
9:00	0:05	9:05	Introductions/theory underpinnings	Powerpoint/video	Handout			
9:05	0:10	9:15	Allergory of the Cave	Discussion, lecture	Allogry, Journal			
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Jounrals		
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break					
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	What I learned growing up	Discussion, lecture	Workbook			
11:00	0:10	11:10	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture	Workbook			
11:10	0:20	11:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			

11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workbook			
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	

Lesson/Training Planner with Timings Calculator								© am horizons training group
Lesson/Session Title			Diversity Relaoded					
Date								
Student/Trainee Numbers								
Lesson/Session Duration								
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9:00	0:05	9:05	Introductions/theory underpinnings	Powerpoint/video	Handout		Moses is Dead	
9:05	0:10	9:15	What do you want?	Discussion, lecture	I		Tantrum Video	
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What would you do?	Discussion, lecture	Journals, 6X4 Cards/Video	Jounrals		
10:05	0:15	10:20	Reflection	Discussion, lecture	Video			
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1. Input start time in the form of hh:mm e.g. 9:30. This will automatically transfer to the first session start time (cell A13).
2. This column contains formulae and will self-calculate.
3. Insert duration time for each activity, in the format for example of 01:15 (for one hour 15 mins)
4. The end times cells contain formulae and will self-calculate.
5. refer to [www.businessballs.com](http://www.businessballs.com) for training and learning assessment methods, for example, kirkpatrick model for learning assessment and evaluation - [www.businessballs.com/kirkpatricklearningevaluationmodel.htm](http://www.businessballs.com/kirkpatricklearningevaluationmodel.htm).
6. increase width and height of these columns and rows to suit your purposes