Lesso	n/Trainin	ng Plann	er with Timings Calculator					© am horizo training group			
Lesson/S	Session Title)	Diversity: A Leadership Tool								
Date											
Student/	Trainee Nur	nbers	28-30								
Lesson/S	Session Dur	ation	5 Hours								
Entry Be	haviour/Lev	el	Mid Level - Advanced								
Location											
Set Up &	Seating La	yout	Classroom Setting								
Aims			To introduce a new concept of Diversity, To exam	nine our own bias and cr	eate a safe environment	to talk about these issue	es of diversity				
Objective	or Training S es sert Start Tir		We will examine the difference between Diversity percieved conflicts that all humans face. We will constitute the second	e will examine the difference between Diversity/Inclusion and Affirmative Actions. We recognize methods of human motivation. We will explore the cieved conflicts that all humans face. We will create Action plans that develop long term and short term strategies for change. 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	Inltroductions/theoretical underpinnings	Powerpoint	Workbook		Mountian 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		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		Break								
10:05	0:30		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			1			
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 assement information.	

<u>Lesson/ i rainii</u>	ng Planner with	i i imings Calc	ulator					© am horizons trainin group
Lesson/Session Titl	е		Diversity: A Leaders	ship Tool				
Date								
Student/Trainee Nu	mbers		28-30					
esson/Session Du	ration		5 Hours					
Entry Behaviour/Lev	vel		Mid Level - Advance	ed				
ocation								
Set Up & Seating La	ayout		Classroom Setting					
\ims	-		To introduce a new	concept of Diversity	, To examine our ov	vn bias and create a	safe environment to	
AII 13			talk about these iss					
						and Affirmative Action		
esson or Training	Session Objectives					d conflicts that all hur	nans face. We will	
			create Action plans	tnat develop long te	rm and short term s	trategies for change.	and the DED of all	
	Insert Start Time ð		8:30[1]	time (left), and each		ngs - you need only in the. Do not enter time		
	 		Lessen/Treinin -	columns.	T		ı	
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
			InItroductions/theore	4			Mountian Top	
8:30	0:05	8:35	underpinnings	Powerpoint	Workbook		Speech, MLK	
			Constitution of the			Will know 3		
			United			important dates		
0.05	0.00	0.05	States/Freedoms	D	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	focused on civil		
8:35			Cost	Discussion, lecture		rights		
9:05		9:05	King Sings	Film	Film	I/a avv tha		
			Diversity, Inclusion vs. Affirmative			Know the difference between		
9:05	0:40	0.45	Actions	Discussion, lecture	Workhook	the two concepts		
9:45			Silent Beats Film	Film	Film	the two concepts		
9:55	0:10		Break	1 11111	1 11111			
0.00	0.10	10.00	Dicak	Discussion, Large				
			What I Learned	Group Activity,				
10:05	0:30	10:35	Growing UP	Cards	Cards			
				Discussion, Large				
			Truths About	Group Activity,				
10:35	0:20	10:55	Humans	Cards	Cards			
			Values, Circles of		l			
10:55	0:30	11:25	Influence	Discusion	Workbook			
11:05	0.40	12.05	Cultural Clash	Simulation	Workbook,			
11:25			Cultural Clash	Simulation	Simulation			
12:05	0:20	12:25	Leadership Skills &	Lecture/Simulation	Simulation			
			Conflict		DISC			
12:25	0:45	13:10	Management	Lecture, DISC	ASSESSMENT			
12.20	0.40	10.10	managomont	200000, 2100	, LOCECONIEI VI		Provide the online	
			Goal Setting				assement	
13:10	0:20	13:30		Discussion, lecture	Workbook		information.	
			<u> </u>	·				

Lesson/Trainir	ng Planner with	Timings Calc	ulator					© am horizons training group
Lesson/Session Title	е		Diversity: A Leaders	ship Tool NARI				
Date			•	•				
Student/Trainee Nu	mbers		28-30					
Lesson/Session Du	ration		1Hour					
Entry Behaviour/Lev	vel		Mid Level - Advance	ed				
Location								
Set Up & Seating La	ayout		Classroom Setting					
Aims			To introduce a new		To examine our ow	n bias and create a s	safe environment to	
			talk about these issu					
Lesson or Training	Secsion Objectives		We will examine the methods of human					
Lesson of Training	Session Objectives		create Action plans					
			oreate Action plans	This lesson planner	self-calculates timin	igs - you need only ir	sert the RFD start	
	Insert Start Time ð		6:00[1]			ie. Do not enter time		
			0.00[.]	columns.			g. c,	
			Lesson/Training			Assessment		
Start Time[2]	Activity Duration[3]	End time[4]	Activity (include breaks)	Training Method	Resources	method[5]	Notes[6]	
			InItroductions/theore				Mountian Top	
6:00	0:00	6:00	underpinnings	Powerpoint	Workbook		Speech, MLK	
			Constitution of the			Will know 3		
			United			important dates		
6:00	0:10	6.10	States/Freedoms Cost	Discussion, lecture	Markhaak	focused on civil rights		
6:00	0:10		What people need:N			rights		
0.10		0.10	what people need.N	Carus	Lecture	Know the		
						difference between		
6:10	0:07	6:17	What I learned	Discussion, lecture	Workbook	the two concepts		
0.10	0.07	0.11	Divas in the	2.030000011, 1000010				
6:17	0:10	6:27	Workplace	Discussion	Lecture			
6:27	0:10		•	Discussion				
6:37	0:30	7:07	Positivity & Fruit					

Lessoi	n/Trainir	ng Plann	er with Timings Calculator					© am horizon training group			
Lesson/S	Session Title	е	Cultural Specific Knowledge: West Africans/Africa	an Americans							
Date											
Student/	Trainee Nu	mbers									
Lesson/S	Session Dur	ration						ļ			
Entry Bel	haviour/Lev	/el									
Location								<u> </u>			
	Seating La	ayout						_			
Aims			o 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 Insert Start Time ð			Cultural Specific Knowledge (5, 120-minute sess Somali, Latino, Hmong, African Americans, and N	Native Americans. This lesson planner se	lf-calculates timings - you	ı need only insert the R	owing topics as they relate to ED start time (left), and each				
Start Time[2]	Activity Duration	End time [4]	Lesson/Training Activity (include breaks)	activity duration time. Training Method	Do not enter times in the Resources	Assessment method [5]	Notes[6]				
9:00	[3] 0:05		Inltroductions/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: West Africans	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: African Americans	Discussion, lecture	Workbook						
10:45		10:45									
10:45		10:45									
10:45	0:20	11:05	Attitudes					-			
11:05		11:05						1			
11:05	0:20	11:25	Organizational Knowledge								

Lesso	n/Trainir	ng Plann	er with Timings Calculator					© am horizo trainin group
Lesson/S	Session Title	€	Cultural Specific Knowledge: Latino/Native Ame	ricans				
Date								
Student/	Trainee Nu	mbers						
Lesson/S	Session Dui	ation						
Entry Be	haviour/Lev	⁄el						
Location								
Set Up 8	k Seating La	yout						
Aims			To introduce a new concept of Diversity, To example 1	mine our own bias and c	reate a safe environme	nt to talk about these issu	es of diversity	
Objective	or Training Ses		Cultural Specific Knowledge (5, 120-minute sess Somali, Latino, Hmong, African Americans, and 9:00[1]	Native Americans. This lesson planner se		ou need only insert the R	owing topics as they relate to ED start time (left), and each	
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	Inltroductions/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		Skills in Cross-Cultural Communication and Languages: Native American	Discussion, lecture	Workbook			
10:45	0.20	10:45		Dioddolon, locare	Workbook			
10:45		10:45						
10:45	0:20		Attitudes		1			
11:05		11:05			1			+
11:05	0:20	11:25	Organizational Knowledge		-		Provide the online	-
11:25	0:10	11:35	Closing/Evaluation	Discussion, lecture	Workbook		assement information.	

Lesso	n/Trainir	ng Plann	er with Timings Calculator					© am horizo trainin group				
Lesson/S	Session Title	€	Cultural Specific Knowledge: Somali/Hmong]				
Date												
Student/	Trainee Nui	mbers										
Lesson/S	Session Dur	ation										
Entry Be	haviour/Lev	⁄el										
Location												
Set Up 8	k Seating La	yout										
Aims			To introduce a new concept of Diversity, To example 1	o introduce a new concept of Diversity, To examine our own bias and create a safe environment to talk about these issues of diversity								
Objective	or Training Ses		Cultural Specific Knowledge (5, 120-minute sess Somali, Latino, Hmong, African Americans, and 9:00[1]	Native Americans. This lesson planner se		ou need only insert the R	owing topics as they relate to ED start time (left), and each					
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	Inltroductions/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	5.20	10:45						1				
10:45		10:45										
10:45	0:20		Attitudes									
11:05	0.20							1				
		11:05			1			1				
11:05	0:20	44.6-	Organizational Knowledge					1				

Lesso	n/Trainir	ng Plann	er with Timings Calculator					© am horizo trainin group
Lesson/S	Session Title	€	A New Conversation about Race					
Date								
Student/	Trainee Nu	mbers						
Lesson/S	Session Dur	ation						
Entry Be	haviour/Lev	rel						
Location								_
Set Up 8	Seating La	yout						
Aims			To introduce a new concept of Diversity, To exa	mine our own bias and c	reate a safe environme	nt to talk about these issu	es of diversity	
Lesson or Training Session Objectives Insert Start Time ŏ			A New Conversation about Race (120- minute s actions and behavior? 9:00[1]	This lesson planner se		ou need only insert the R	th it? How do we change our ED start time (left), and each	
Start Time[2]	Activity Duration [3]	End time [4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method [5]	Notes[6]	1
9:00	0:05	9:05	Inltroductions/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		Timeline of awareness	Discussion, lecture	Workbook			
	2.20							
11:50		11:50			1	1	1	
11:50 11:50		11:50	Becoming an ALLY	Discussion, lecture	Workbook			

Lesso	n/Trainir	ng Plann	er with Timings Calculator					© am horizo trainin group
Lesson/S	Session Title	€	Cultural Competence					
Date								
Student/	Trainee Nur	mbers						
Lesson/S	Session Dur	ation						
Entry Be	haviour/Lev	rel						
Location								
Set Up 8	Seating La	yout						
Aims To introduce a new concept of Diversity, To example the content of Diversity and Diversity and the Content of Diversity and Diversity							•	
Objective			Cultural Competence (120-minute session) - The competent. Cultural competence is defined as the standards, policies, practices, and attitudes used. This means individuals must learn new patterns	he integration and transforms in appropriate cultural so of behavior and effective	ormation of knowledge at ettings to increase the qually apply them in appropri	pout individuals and grou uality of services, thereb ate settings.	ups of people into specific	
Insert Start Time ŏ 9:00[1]			9:00[1]		Do not enter times in the		LD start time (left), and each	
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	Inltroductions/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	Clutural 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	Cultral Competence	Discussion, lecture	Workbook			
11:10	0:20	11:30	Name 5 activity	Discussion, lecture	Workbook			
11:30	0:10	11:40	Speack 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		Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.	

Lesso	n/Trainir	ng Plann	er with Timings Calculator					© am horizo trainin group			
Lesson/S	Session Title)	What is Race?								
Date											
Student/	Trainee Nur	mbers									
Lesson/S	Session Dur	ation									
Entry Be	haviour/Lev	rel						<u> </u>			
Location											
Set Up & Seating Layout								-			
Aims			To introduce a new concept of Diversity, To example	mine our own bias and cr	eate a safe environment	to talk about these issu	es of diversity	_			
Lesson or Training Session Objectives Race, Poverty, and Wealth (120-minute groups. The session will explore the creation to design strategies) Lesson or Training Session Objectives				the race concept and ho at them will also be exam	w it directly relates to the ined.	attainment of wealth. T	The forces that help to create				
Insert Start Time ð 9:0			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	Inltroductions/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			<u> </u>			
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	Invisble Knappsack	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			Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.				

Lesso	n/Trainin	ng Plann	er with Timings Calculator					© am horizo trainin group	
_esson/S	Session Title)	Poverty and Wealth					1	
Date								1	
Student/	Trainee Nur	mbers							
_esson/S	Session Dur	ation							
Entry Be	haviour/Lev	el							
ocation									
Set Up 8	k Seating La	yout						_	
To introduce a new concept of Diversity, To e									
esson o	or Training S	Session	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.						
Lesson or Training Session Objectives			Poverty and Wealth We often think of those in poverty as needing our resources in the community that are often over lebetter or that they just like living that way? What to explore these and many other issues that allo	ooked. We often look at p would you do in a similar	eople in poverty and bla situation? What Could	ame them. We say they a	are lazy, they don't want to do		
Ins	sert Start Tir	me ð	9:00[1]	This lesson planner se	•		ED start time (left), and each		
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	Inltroductions/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		Describe the "hood"	Discussion, lecture		diagram			
9:35	0:10		Star Power	Simulation	Simulation	Journals			
						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							
0		11.20		+	1	1		+	

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 assement information.	

Lesso	n/Trainin	ng Plann	er with Timings Calculator					© am horizo trainin group			
Lesson/S	Session Title	•	Diversity 101: A New Paradigm								
Date			·								
Student/	Trainee Nur	nbers									
Lesson/S	Session Dur	ation									
Entry Be	haviour/Lev	el el									
Location											
Set Up 8	& Seating La	yout									
Aims			This workshop session is designed to help us loo fault, but we must take responsibility to dismantle toward cultural competence in our organizations. answers. In Anoka County, we understand that v continuum of cultural competence. This paradign	ineffective systems in what does diversity make have asked our peopen has shaped and shiften	order to build equity for a ean? Nothing. Ask any oble to not think in terms of	II. We must move from look number of people, and you we f diversity, but in terms of wh	ing at diversity to moving will get any number of nere they fall on a				
Lesson or Training Session Objectives			•Explore the concepts of white privilege, collusion	Judentify and discuss the old definition of Diversity vs. a new definition. Judenstand our socialization into the Old Diversity Paradigm. Explore the concepts of white privilege, collusion, internalized oppression, and empowerment to build a New Paradigm for Diversity. dentify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.							
Ins	sert Start Tir	me 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		Mindset matters	Video	20/20 Video						
9:40	0:30	10:10	What you knowParadigms/ 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/Trainir	ng Planner with	Timings Calc	ulator					© am horizons training group
Lesson/Session Title	<u> </u>		Wealth & Poverty: V	Why Are People Poo	r?			g.oup
Date			Tround or	, / o . oop.o . oo				
Student/Trainee Nu	mbers							
Lesson/Session Du								
Entry Behaviour/Lev								
Location	101							
Set Up & Seating La	evout							
Set Op & Seating La	ayout		This workshop sees	rion will explore the o	ujection: Why are no	eople poor? The sim	nle answer is	
Aims			because they have wealth versus pove of the organization. forces that frame th individuals and crea					
				ous and unconscious				
Lesson or Training S	Session Objectives		they pertain to econ	nomic status. king action against o		red oppression, and e	•	
	Insert Start Time ð							
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	InItroductions/theor	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
	0.00	0.00	aa.orpiiniigo	- C. Orponic		Creation of a chart		
			Allergory of the			that symbolizes		
0:05	0:10	0:15	Cave	Discussion, lecture	Allogry, Journal	the cave		
0:15	0:20	0:35	Mindset matters	Video	20/20 Video			
0:35	0:30			Discussion, lecture		Journals		
1:05	0:15		Blind Spots	Discussion, lecture	Video			
1:20	0:10	1:30	Break					
1:30	0:10		Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
1:40	0:20		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				
2:10	0:20	2:30	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards			

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

Lesso	n/Trainir	ng Plann	er with Timings Calculator					© am horizo training group				
Lesson/S	Session Title)	The CAVE									
Date												
Student/	Trainee Nur	nbers										
Lesson/S	Session Dur	ation										
Entry Be	haviour/Lev	el										
Location								1				
Set Up 8	Seating La	yout						1				
Aims			seeing, hearing or acknowledging the truth b what it might take to encourage them enough	he Cave he 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 seing, hearing or acknowledging the truth both about ourselves and the world around us. This workshop will explore why people live in "Caves" and that it might take to encourage them enough to adapt to a world outside the cave where they can learn, change and thrive. The cave where they can learn, change and thrive. The cave where they can learn, change and thrive. The cave where they can learn, change and thrive.								
that may guide our decisions, either giving or limiting resources to our clients. This workshop session is focused on exposing those thought patter thereby creating pathways to a greater understanding of ourselves and the systems in which we operate. 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.							oression.					
Ins	ert Start Ti	me ð	9:00[1]	This lesson planner s activity duration time.	This lesson planner self-calculates timings - you need only insert the RED start time (left), a 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	Inltroductions/theoretical underpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices					
9:05	0:10		Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave	4677635					
9:15	0:20	9:35	Mindset matters	Video	20/20 Video							
9:35	9:35 0:30 10:05		What you knowParadigms	Discussion, lecture	Journals, 6X4 Cards	Journals						
10:05	0:15	10:20	Blind Spots	Discussion, lecture	Video							
10:20	0:10	10:30	Break									
			1		I	1	I	1				
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards							

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/Trainii	ng Planner with	Timings Calc	ulator					© am horizons training group
Lesson/Session Titl	e		Reverse Discrimina	tion: The Ghost of C	hristmas Future			3.004
Date								
Student/Trainee Nu	mbers							
Lesson/Session Du								
Entry Behaviour/Lev								
Location	VGI							
Set Up & Seating La	avout							
Set Up & Seating La	ayout		Often we think of re	vorce discrimination	as one of those urb	an legends like Bigfo	ot or alligators in	
Aims			the sewers, someth call for organization impact of affirmative. In this workshop see officer incident in Calieutenant promotion examining these sit landscape of the Affi					
Lesson or Training	Session Objectives Insert Start Time ð		•Understand our sor •Learn definitions and •Increase awareness manifestations of clar •Understand consci •Explore the concept they pertain to econ	assism. ous and unconsciou ots of white privilege, nomic status. nple rules to protect This lesson planner	io -economic culture ons about affirmative g of individual, institu s effects of inequitie collusion, internaliz our organization froi	e action and equity. utional, societal, and o s. ed oppression, and e	empowerment as	
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	InItroductions/theore	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
0:05	0:10		Allergory of the Cave	Discussion, lecture	Allegony Journal	Creation of a chart that symbolizes the cave		
0:05	0:20		Mindset matters	Video	20/20 Video	uic cave		
0.15	0.20	0.33	What you	VIUCU	Journals, 6X4			
0:35	0:30	1:05		Discussion, lecture		Journals		
				Discussion, lecture		Journals		
1:20				Discussion, iecture	VIGCO			
1:20	0:10	1:30	Break Cyclo of		Journals, 6X4			
1:30	0:10	1:40	Cycle of Oppression	Discussion, lecture				
1.30	0.10		What I learned	Discussion, lecture	Calus			
1:40	0:20		growing up	Discussion, lecture	Workhook			
1.40	0.20	2.00	Socialization	Discussion, iecture	VVOIRDOOR			
2:00	0:10	2:10	Process	Discussion, lecture	Workbook	Dia-ad sharing		

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

Lesson/Training Planner with Timings Calculator											
Lesson/Session Title	<u> </u>		Creating Cultural Co	ompetence				group			
Date			oroaming cantarar or								
Student/Trainee Nu	mbers										
Lesson/Session Dui											
Entry Behaviour/Lev											
Location	101										
Set Up & Seating La	evout										
Set op & Seating La	ayout		This workshop sess	ion is designed to be	aln organizations cr	eate cultural compete	nce nlane as a				
Aims			means to meet affirm how to reach affirma Anoka County, Minr improvement in how workshop closes that								
Lesson or Training S	Session Objectives		 Increase awareness manifestations of cu Understand consci Understand the exp 	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 ð		9:00[1]								
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	Inltroductions/theoreunderpinnings	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		Mindset matters	Video	20/20 Video	1					
9:35	0:30	10:05	What you knowParadigms	Discussion, lecture	Journals, 6X4 Cards	Journals					
10:05	0:15		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 Socialization	Discussion, lecture	Workbook						
11:00	0:10	11:10	Process Internalization	Discussion, lecture	Workbook	Dia-ad sharing					
11:10		11:10	process Colluding/Critical	Discussion, lecture	Workbook Journals, 6X4						
11:10	0:20	11:30	thinking Becoming an	Discussion, lecture							
11:30	0:20	11:50	ALLY	Discussion, lecture	Workbook						

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

Lesson/Trainii	ng Planner with	Timings Calc	ulator					© am horizons training group
Lesson/Session Titl			,	k People Are Racist	Too!			group
Date	<u>. </u>		Ton The Tradit, Blac	at 1 copie 7 tro 1 taciot	100.			
Student/Trainee Nu	mbers							
esson/Session Du								
Entry Behaviour/Lev								
ocation								
Set Up & Seating La	avout							
zot op ar ocaamig zo	-,,		This workshop sess	sion is designed to he	elp us look at the s	stem of oppression a	nd the wavs it has	
			been internalized by	y people of color. No	longer do we hav	e signs that separate	us; nevertheless,	
Aims			the issues continue	tems and				
AIIIIS						ess, we must take res		
						We must move from	looking at diversity	
				ultural competence in				
						ns/African Americans.		
occop or Training	Section Objectives			cialization into the A		izad raciam		
_esson or Training	Session Objectives			ous and unconsciou		ized racism. zed oppression, and e	amnowerment as	
			they pertain to econ		Collusion, internali	zeu oppression, and e	empowerment as	
			they pertain to econ	This lesson planner	self-calculates tim	ings - you need only i	nsert the RFD start	
	Insert Start Time ð		9:00[1]			me. Do not enter time		
			0.00[1]	columns.	. dourney duradion a		a.e g.e,	
			Lesson/Training			Assessment		
Start Time[2]	Activity Duration[3]	End time[4]	Activity (include breaks)	Training Method	Resources	method[5]	Notes[6]	
			,				Talk about website	
			InItroductions/theor				and hand out MP4	
9:00	0:05	9:05	underpinnings	Powerpoint	Workbook		media devices	
						Creation of a chart		
0.05	0:40	0.45	Allergory of the	Dia accessione de atoma	All	that symbolizes		
9:05			Cave	Discussion, lecture		the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10.05	What you knowParadigms	Discussion, lecture	Journals, 6X4	Journals		
10:05			Blind Spots	Discussion, lecture		Journals		
10:20			Break	Discussion, lecture	Video			
10.20	0:10	10.30	Cycle of		Journals, 6X4			
10:30	0:10	10:40	Oppression	Discussion, lecture				
10.00	0.10	10.70	What I learned	2.30dd5i5ii, icotaic				
10:40	0:20	11:00	growing up	Discussion, lecture	Workbook			
			Socialization	,				
11:00	0:10	11:10	Process	Discussion, lecture	Workbook	Dia-ad sharing		
			Internalization					
11:10		11:10	process	Discussion, lecture				
		44.55	Colluding/Critical	D	Journals, 6X4			
11:10	0:20	11:30	thinking	Discussion, lecture	Cards			
44-00	0.00	44.50	Becoming an	Discussion lastre	Morkhook			
11:30	0:20	11:50	ALLY	Discussion, lecture	VVOIKDOOK		Provide the online	
							assement	
11:50	0:10	12.00	Closing/Evaluation	Discussion lecture	Workhook		information.	
11.50	0.10	12.00	Ciosing/Evaluation	Piacussion, iecture	VVOIKDOOK	1	prinormation.	

Lesson/Training Planner with Timings Calculator											
Lesson/Session Titl	<u>e</u>		Guilt Is No Good: H	ow White People Ca	n Be Allies To Peor	ole Of Color		group			
Date											
Student/Trainee Nu	mbers										
Lesson/Session Du											
Entry Behaviour/Lev											
Location											
Set Up & Seating La	avout										
Aims	.,		Oftentimes in discusthis workshop sessi communities. Folks action goals, but oft								
			gap.		,						
				s cultural and ethnic							
Losson or Training	Session Objectives			cialization into the A		zad appropriant and a	mnoworment				
Lesson or Training	Session Objectives					zed oppression, and e in the personal, institu					
			community lives of		phiession systems	ווו נווב טבוסטוומו, וווסנוננ	ilional, and				
	Insert Start Time ð		9:00[1]	This lesson planner time (left), and each		ngs - you need only in me. Do not enter time					
	<u> </u>		1	columns.	T		1				
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	Inltroductions/theoreunderpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices				
						Creation of a chart					
0.05	0:40	0.45	Allergory of the	Dia anna ia a da atoma	A II I I	that symbolizes					
9:05	0:10		Cave	Discussion, lecture		the cave					
9:15	0:20	9:35	Mindset matters	Video	20/20 Video						
9:35	0:30	10:05	What you knowParadigms	Discussion, lecture	Journals, 6X4	Journals					
10:05			Blind Spots	Discussion, lecture		Journals					
10:05	0:10		Break	Discussion, lecture	VIUCU						
10:20	0.10	10:30	Cycle of		Journals, 6X4						
10:30	0:10	10:40	Oppression	Discussion, lecture							
10.00	0.10	10.40	What I learned		23.40		1				
10:40	0:20	11:00	growing up	Discussion, lecture	Workbook						
			Socialization	,							
11:00	0:10	11:10	Process	Discussion, lecture	Workbook	Dia-ad sharing					
			Internalization								
11:10		11:10	process	Discussion, lecture							
11:10	0:20	11:20	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4						
11:10	0.20	11:30	Becoming an	Discussion, lecture	Calus						
11:30	0:20	11:50	ALLY	Discussion, lecture	Workhook						
11.50	0.20	11.50	/ NLL I	Discussion, lecture	TTOTROOK		Provide the online				
							assement				
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		information.				

Lesson/Trainii	ng Planner with	Timings Calc	ulator					© am horizons training group
Lesson/Session Titl				ssues In Masculinity				group
Date	<u>. </u>		Making Crytman.	ocaco in maccaming				
Student/Trainee Nu	mbers							
Lesson/Session Du								
Entry Behaviour/Let								
Location								
Set Up & Seating La	avout							
<u> </u>	- ,		This workshop sess	lore the issues,				
						 Folks talk about ho 		
Aims						on't talk about the risi		
						n dating violence) or a	about the culture	
				s to become violent		o closes that gap.		
Lesson or Training	Session Objectives			n of violent masculini		nen find themselves t	ranned in	
Lesson of Trailing	Occasion Objectives			that contradicts stere			гаррей III.	
						ngs - you need only in	nsert the RED start	
	Insert Start Time ð		9:00[1]			ne. Do not enter time		
				columns.				
			Lesson/Training		_	Assessment		
Start Time[2]	Activity Duration[3]	End time[4]	Activity (include	Training Method	Resources	method[5]	Notes[6]	
			breaks)			1	Talk about website	
			InItroductions/theor				and hand out MP4	
9:00	0:05	9:05	underpinnings	Powerpoint	Workbook		media devices	
0.00	0.00	0.00	and or pinning o	- Gwerpenic	VVOINDOON	Creation of a chart	1110010 0011000	
			Allergory of the			that symbolizes		
9:05			Cave	Discussion, lecture	Allogry, Journal	the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
			What you		Journals, 6X4	l		
9:35			knowParadigms	Discussion, lecture		Journals		
10:05			Blind Spots	Discussion, lecture	Video			
10:20	0:10	10:30	Break		leumele OV4			
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4			
10.30	0.10	10.40	What I learned	Discussion, lecture	Calus			
10:40	0:20	11:00	growing up	Discussion, lecture	Workbook			
70.10	5.20	11.00	Socialization		1101110011			
11:00	0:10	11:10	Process	Discussion, lecture	Workbook	Dia-ad sharing		
			Internalization					
11:10		11:10	process	Discussion, lecture				
			Colluding/Critical	D	Journals, 6X4			
11:10	0:20	11:30	thinking	Discussion, lecture	Cards			
11:30	0:20	11:50	Becoming an ALLY	Discussion, lecture	Workhook			
11.30	0.20	11.50		Discussion, lecture	VVOIRDOUR		Provide the online	
							assement	
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		information.	
11.00	5.10	12.00		_ :20200:311, 100:010				

Lesson/Training Planner with Timings Calculator											
Lesson/Session Title	e		Ganstas And Masters Of The Universe: Manhood & Power								
Date											
Student/Trainee Nu	mbers										
Lesson/Session Du											
Entry Behaviour/Lev											
Location	101										
Set Up & Seating La	evout										
Set Op & Seating La	ayout		Men of color are oft								
A image			yourself this questic								
Aims			question noids the R	key to decreasing the	e disparities in neait	h care, social services ts understand ways to	s, and nigh school				
			serve men in our co		i wili neip participan	is understand ways to	э арргоасп апо				
					n of individual inetit	utional, and societal c	ultural				
			manifestations of or	opression.			ulturai				
				ous and unconsciou							
Lesson or Training S	Session Objectives				collusion, internaliz	ed racism, and empo	werment as it				
			pertains to the fabri								
					ppression systems	n the personal, institu	itional, and				
			community lives of	participants.	a alf a alambéa a thai	ngs - you need only ir	and the DED start				
	Insert Start Time ð		0.00[4]								
	insert Start Time o		9:00[1]								
			Lesson/Training	columns.	1		ı				
Start Time[2]	Activity Duration[3]	End time[4]	Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]				
							Talk about website				
			InItroductions/theore	4			and hand out MP4				
9:00	0:05	9:05	underpinnings	Powerpoint	Workbook		media devices				
						Creation of a chart					
			Allergory of the			that symbolizes					
9:05	0:10		Cave	Discussion, lecture		the cave					
9:15	0:20	9:35	Mindset matters	Video	20/20 Video						
0.05	0.00	40.05	What you	Diameter 1 (Journals, 6X4						
9:35	0:30			Discussion, lecture		Journals					
10:05	0:15		Blind Spots	Discussion, lecture	viaeo						
10:20	0:10	10:30	Break		Jayanala OVA	-					
10:20	0.40	10:10	Cycle of	Discussion last:	Journals, 6X4						
10:30	0:10	10:40	Oppression What I learned	Discussion, lecture	Carus						
10:40	0:20	11:00	growing up	Discussion, lecture	Workhook						
10.40	0.20		Socialization	Discussion, icciale	VVOINDOON						
11:00	0:10		Process	Discussion, lecture	Workbook	Dia-ad sharing					
			Internalization	, , , , , , , , , , , , , , , , , , , ,							
11:10		11:10	process	Discussion, lecture	Workbook						
			Colluding/Critical		Journals, 6X4						
11:10	0:20	11:30	thinking	Discussion, lecture	Cards						
			Becoming an								
11:30	0:20	11:50	ALLY	Discussion, lecture	Workbook						

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

Lesson/Trainiı	ng Planner with	Timings Calc	ulator					© am horizons trainin group	
Lesson/Session Titl				Discretionary Effort:	Little Things Mean A	Lot		310up	
Date			1,	,	J				
Student/Trainee Nu	mbers								
Lesson/Session Du									
Entry Behaviour/Lev									
Location									
Set Up & Seating La	avout								
oct op a ocating L	ayout		This workshop sess	ion will explore the i	mpact of the small, a	nnoving things that	are not		
					nuge impact on perso				
Aims			We will take a close	r look at what they a	ire, how these micro-	inequities get built	and how these can		
			impact people's abil			moquitioo got built,	and now those can		
				hat analyzes stereot					
					esent day prejudice a	nd inequities.			
Lesson or Training	Session Objectives		•Explore the impact	of micro-inequities of	on discretionary effor	t.			
J	•			n which micro-inequ					
			•Identify personal ac						
				This lesson planner	self-calculates timin	gs - you need only	insert the RED start		
	Insert Start Time ð		9:00[1]	time (left), and each activity duration time. Do not enter times in the grey columns.					
			Lesson/Training	COIGITITIO.		T	T		
Start Time[2]	Activity Duration[3]	End time[4]	Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]		
			Introductions/theore						
9:00	0:05	Q·05	underpinnings	Powerpoint	Workbook				
9:05	0:10		Silent Beats	Discussion, Video	Video		+		
9.00	0.10	9.10	Dignity and Honor	Discussion, video	Video				
9:15	0:20	9:35	in being Human	Lecture	Cards, power point				
0.10	0.20	0.00	What you	Lociaro	Journals, 6X4				
9:35	0:30	40.05		Discussion, lecture		Journals			
	0.301	10:05	iknowParadidins						
10:05						Journals			
10:05 10:20	0:15	10:20	Blind Spots	Discussion, lecture		Journals			
10:05 10:20		10:20	Blind Spots Break		Video	Journals			
10:20	0:15 0:10	10:20 10:30	Blind Spots Break Cycle of	Discussion, lecture	Video Journals, 6X4	Journals			
	0:15	10:20 10:30	Blind Spots Break Cycle of Oppression		Video Journals, 6X4	Journals			
10:20 10:30	0:15 0:10 0:10	10:20 10:30 10:40	Blind Spots Break Cycle of Oppression What I learned	Discussion, lecture Discussion, lecture	Video Journals, 6X4 Cards	Journals			
10:20	0:15 0:10 0:10	10:20 10:30 10:40	Blind Spots Break Cycle of Oppression	Discussion, lecture	Video Journals, 6X4 Cards	Journals			
10:20 10:30	0:15 0:10 0:10	10:20 10:30 10:40 11:00	Blind Spots Break Cycle of Oppression What I learned growing up	Discussion, lecture Discussion, lecture	Video Journals, 6X4 Cards Workbook	Dia-ad sharing			
10:20 10:30 10:40	0:15 0:10 0:10	10:20 10:30 10:40 11:00	Blind Spots Break Cycle of Oppression What I learned growing up Socialization	Discussion, lecture Discussion, lecture Discussion, lecture	Video Journals, 6X4 Cards Workbook				
10:20 10:30 10:40	0:15 0:10 0:10	10:20 10:30 10:40 11:00	Blind Spots Break Cycle of Oppression What I learned growing up Socialization Process Internalization process	Discussion, lecture Discussion, lecture Discussion, lecture	Journals, 6X4 Cards Workbook Workbook				
10:20 10:30 10:40 11:00	0:15 0:10 0:10	10:20 10:30 10:40 11:00 11:10	Blind Spots Break Cycle of Oppression What I learned growing up Socialization Process Internalization process Colluding/Critical	Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture	Video Journals, 6X4 Cards Workbook Workbook Workbook Journals, 6X4				
10:20 10:30 10:40 11:00	0:15 0:10 0:10 0:20	10:20 10:30 10:40 11:00 11:10	Blind Spots Break Cycle of Oppression What I learned growing up Socialization Process Internalization process Colluding/Critical thinking	Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture	Video Journals, 6X4 Cards Workbook Workbook Workbook Journals, 6X4				
10:20 10:30 10:40 11:00	0:15 0:10 0:10 0:20 0:10	10:20 10:30 10:40 11:00 11:10 11:10	Blind Spots Break Cycle of Oppression What I learned growing up Socialization Process Internalization process Colluding/Critical thinking Becoming an	Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture	Video Journals, 6X4 Cards Workbook Workbook Workbook Journals, 6X4 Cards				
10:20 10:30 10:40 11:00	0:15 0:10 0:10 0:20 0:10	10:20 10:30 10:40 11:00 11:10 11:10	Blind Spots Break Cycle of Oppression What I learned growing up Socialization Process Internalization process Colluding/Critical thinking	Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture	Video Journals, 6X4 Cards Workbook Workbook Workbook Journals, 6X4 Cards				
10:20 10:30 10:40 11:00 11:10	0:15 0:10 0:10 0:20 0:10	10:20 10:30 10:40 11:00 11:10 11:10	Blind Spots Break Cycle of Oppression What I learned growing up Socialization Process Internalization process Colluding/Critical thinking Becoming an	Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture Discussion, lecture	Video Journals, 6X4 Cards Workbook Workbook Workbook Journals, 6X4 Cards		Provide the online		
10:20 10:30 10:40 11:00 11:10	0:15 0:10 0:10 0:20 0:10	10:20 10:30 10:40 11:00 11:10 11:10 11:30 11:50	Blind Spots Break Cycle of Oppression What I learned growing up Socialization Process Internalization process Colluding/Critical thinking Becoming an	Discussion, lecture	Video Journals, 6X4 Cards Workbook Workbook Journals, 6X4 Cards Workbook Journals, 6X4 Cards		Provide the online assement information.		

Lesson/Trainii	ng Planner with	Timings Calc	ulator					© am horizons training group
Lesson/Session Titl		<u> </u>		nd Down The Rabbit	Hole			9.0up
Date								
Student/Trainee Nu	mbers							
Lesson/Session Du	ration							
Entry Behaviour/Lev								
Location								
Set Up & Seating La	avout							
Aims	•		What is your Race? and why we have th rediscover the Race Racism.					
Lesson or Training	Session Objectives		manifestations of op •Understand consci •Explore the concep pertains to the fabric	opression. ous and unconsciou ots of male privilege, c of oppression. king action against o participants.	s impacts of oppres collusion, internaliz opression systems	utional, societal, and obsion on men. ed racism, and emporation in the personal, instituings - you need only in	werment as it	
	Insert Start Time ð		9:00[1]			me. Do not enter time		
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	InItroductions/theoreunderpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
9:05	0:10		Allergory of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave		
9:15	0:20		Mindset matters	Video	20/20 Video			
9:35	0:30	10:05	What you knowParadigms	Discussion, lecture	Journals, 6X4	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 What I learned	Discussion, lecture	Journals, 6X4 Cards			
10:40	0:20	11:00	growing up Socialization	Discussion, lecture	Workbook			
11:00	0:10	11:10	Process Internalization	Discussion, lecture	Workbook	Dia-ad sharing		
11:10		11:10	process Colluding/Critical	Discussion, lecture	Workbook Journals, 6X4			
11:10	0:20		thinking Becoming an	Discussion, lecture	Cards			
11:30	0:20		ALLY	Discussion, lecture			Provide the online assement	
11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook		information.	

Lesson/Trainir	ng Planner with	Timings Calc	ulator					© am horizons training group
Lesson/Session Title	<u> </u>		A New Paradigm Fo	or Personal/Profession	onal Bias			g.oup
Date	<u>-</u>		7					
Student/Trainee Nu	mbers							
Lesson/Session Du								
Entry Behaviour/Lev								
Location	701							
Set Up & Seating La	avout							
oct op a ocating Le	ayout		Have you been in a	"Diversity Training"	session? Was it as	much of a waste of ti	me for you as it	
Aims			has been for me? (the most by discrim not even do. Time discussion and para					
Lesson or Training S	Session Objectives		 Increase awarenes manifestations of op Understand conscited Explore the conceptertains to the fabric 	ss and understanding opression. ous and unconsciou ots of male privilege, c of oppression. king action against opparticipants.	g of individual, instit s impacts of oppres collusion, internaliz opression systems	utional, societal, and	cultural werment as it	
	Insert Start Time ð		9:00[1]					
Start Time[2]	Activity Duration[3]	End time[4]	Lesson/Training Activity (include breaks)	Training Method	Resources	Assessment method[5]	Notes[6]	
			,				Talk about website	
			InItroductions/theore				and hand out MP4	
9:00	0:05	9:05	underpinnings	Powerpoint	Workbook		media devices	
9:05	0:10	0:15	Allergory of the Cave	Discussion, lecture	Allogry Journal	Creation of a chart that symbolizes the cave		
9:05	0:10		Mindset matters	Video	20/20 Video	uie cave		
9.15	0.20	9.33	What you	VIUCU	Journals, 6X4	+		
9:35	0:30	10:05		Discussion, lecture		Journals		
10:05	0:15		Blind Spots	Discussion, lecture				
10:20	0:10		Break	2.00d00ioii, icotale	1.300	1		
10.20	0.10	10.50	Cycle of		Journals, 6X4			
10:30	0:10	10:40	Oppression	Discussion, lecture				
			What I learned	, 1000				
10:40	0:20	11:00	growing up	Discussion, lecture	Workbook			
			Socialization					
11:00	0:10	11:10	Process	Discussion, lecture	Workbook	Dia-ad sharing		
			Internalization					
11:10		11:10	process	Discussion, lecture				
44.40	0.00	44.00	Colluding/Critical	Discussion In the	Journals, 6X4			
11:10	0:20	11:30	thinking Becoming an	Discussion, lecture	Cards			
11:30	0:20	11:50	ALLY	Discussion, lecture	Workbook			

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

Lesson/Trainir	ng Planner with	Timings Calc	ulator		© am horizons training group			
Lesson/Session Title	<u> </u>		The Good, The Bad	and The Silent				g.oup
Date			· , ·					
Student/Trainee Nu	mbers							
Lesson/Session Dui								
Entry Behaviour/Lev								
Location								
Set Up & Seating La	avout							
Aims	•		In 1970 President R silent majority." Thi trouble, and agree withe fact that silence					
				a child, our silence c nich we can create a		even lethal conseque action.	ences. We will	
Lesson or Training S	Session Objectives		 Increase awarenes manifestations of op Understand conscited Explore the conceptertains to the fabric 	s and understanding pression. ous and unconscious of male privilege, of oppression. king action against opparticipants.	g of individual, institus s impacts of oppress collusion, internalize opression systems in	utional, societal, and of sion on men. ed racism, and empoon the personal, institu	werment as it	
	Insert Start Time ð		9:00[1]	nsert the RED start es in the grey				
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	InItroductions/theoreunderpinnings	Powerpoint	Workbook		Talk about website and hand out MP4 media devices	
0.05	0.40	0.45	Allergory of the	D		Creation of a chart that symbolizes		
9:05	0:10		Cave	Discussion, lecture		the cave		
9:15	0:20	9:35	Mindset matters	Video	20/20 Video			
9:35	0:30	10.05	What you knowParadigms	Discussion, lecture	Journals, 6X4	Journals		
10:05	0:30		Blind Spots	Discussion, lecture		Journals		
10:20	0:10		Break	Discussion, lecture	VIUCU			
10.20	0.10	10.30	Cycle of		Journals, 6X4			
10:30	0:10	10.40	Oppression	Discussion, lecture				
10:40	0:10		What I learned					
			Socialization	Discussion, lecture		Die od ok saises		
11:00	0:10	11:10	Process	Discussion, lecture	VVOFKDOOK	Dia-ad sharing		
11:10		11:10	Internalization process	Discussion, lecture				
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			

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

Lesson/Trainii	ng Planner with	Timings Calc	ulator					© am horizons training group
Lesson/Session Titl			Diversity Relaoded					J. 3 mp
Date	·-							
Student/Trainee Nu	mbers							
Lesson/Session Du								
Entry Behaviour/Le	vei							
Location								
Set Up & Seating La	ayout							
Aims			Have you been in a has been for me? (the most by discrim not even do. Time discussion and para	o have been hurt hings that they did explore a new				
Lesson or Training	Session Objectives		manifestations of op Understand con Explore the cor pertains to the fabri Identify ways o community lives of Topics: Racism, Div	opression. nscious and unconsoncepts of male privile c of oppression. f taking action again participants.	cious impacts of oppege, collusion, interrest oppression syste	nstitutional, societal, a pression on men. nalized racism, and en ms in the personal, in: Paradigm Shifts, Autho	npowerment as it stitutional, and	
	Insert Start Time ŏ		9:00[1]					
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	0:05	Introductions/theor	Powerpoint/video	Handout			
9.00	0.05	9.05	underpinnings Allergory of the	i owerpoint/vide0	Handout			
9:05	0:10	0.15	Cave	Discussion, lecture	Allogry Journal			
9:05				1	20/20 Video			
9:15	0:20	9:35	Mindset matters	Video	Journals, 6X4			
9:35	0:30	10.05	What you knowParadigms	Discussion, lecture		Jounrals		
						Journals		
10:05			Blind Spots	Discussion, lecture	viueo			
10:20	0:10	10:30	Break Cyclo of		lournale 6V4			
10:30	0:10	10:40	Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards			
10.30	0.10	10.40	What I learned	Discussion, icciuic	Caras			
10:40	0:20	11:00	growing up	Discussion, lecture	Workbook			
			Socialization	·				
11:00	0:10	11:10	Process	Discussion, lecture	Workbook	Dia-ad sharing		
			Internalization					
11:10		11:10	process	Discussion, lecture				
44.40	0.00	44.00	Colluding/Critical	Disaussis - 1t	Journals, 6X4			
11:10	0:20	11:30	thinking	Discussion, lecture	Cards			

				Becoming an				
	11:30	0:20	11:50	ALLY	Discussion, lecture	Workbook		
ſ							Provide the online	
1							assement	
-1	11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook	information.	

Lesson/Trainii	ng Planner with	Timings Calc	ulator					© am horizons training group
Lesson/Session Titl			Diversity Relaoded					3.300
Date	-							
Student/Trainee Nu	mbers							
Lesson/Session Du								
Entry Behaviour/Lev								
Location								
Set Up & Seating La	avout							
Aims	•		Have you been in a has been for me? (the most by discrim not even do. Time discussion and para	things that they did ill explore a new				
Lesson or Training	Session Objectives		manifestations of op Understand con Explore the cor pertains to the fabri Identify ways o community lives of Topics: Racism, Div	nscious and unconsoncepts of male privile c of oppression. f taking action again	cious impacts of op ge, collusion, intens st oppression syste ogy, Hidden Bias, I	oression on men. nalized racism, and e ms in the personal, i	empowerment as it nstitutional, and	
	Insert Start Time ð		9:00[1]					
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	InItroductions/theoreunderpinnings	Powerpoint/video	Handout		Moses is Dead	
2.25	0.40	2.15	What do you	Diameter 1 (Tanta and No. 1	
9:05	0:10		want?	Discussion, lecture	20/20 \/;cl		Tantrum Video	
9:15	0:20	9:35	Mindset matters	Video	20/20 Video Journals, 6X4			
9:35	0:30	10:05	What would you	Discussion, lecture		Jounrals		
10:05	0:35		Reflection	Discussion, lecture		Journals	+	
10:20	0:10		Break	Discussion, iccluic	VIGO		+	
10.20	0.10	10.30	Cycle of		Journals, 6X4		+	
10:30	0:10	10:40	Oppression	Discussion, lecture				
10:40			What I learned growing up	Discussion, lecture				
11:00			Socialization Process	Discussion, lecture		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			

				Becoming an				
	11:30	0:20	11:50	ALLY	Discussion, lecture	Workbook		
ſ							Provide the online	
1							assement	
-1	11:50	0:10	12:00	Closing/Evaluation	Discussion, lecture	Workbook	information.	

Lesson/Training Planner with Timings Calculator								
Lesson/Session Titl			Diversity Relaoded					group
Date	-							
Student/Trainee Numbers								
Lesson/Session Duration								
Entry Behaviour/Lev								
Location								
Set Up & Seating La	avout							
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		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. Topics: Racism, Diversity, Illusions, Biology, Hidden Bias, Paradigm Shifts, Authentic Learning Session time: 120 minutes of instruction					
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	InItroductions/theoreunderpinnings	Powerpoint/video	Handout		Moses is Dead	
2.25	0.40	2.15	What do you	Diameter 1 (Tanta and No. 1	
9:05	0:10		want?	Discussion, lecture			Tantrum Video	
9:15	0:20	9:35	Mindset matters	Video	20/20 Video Journals, 6X4			
9:35	0:30	10:05	What would you	Discussion, lecture		Jounrals		
10:05	0:35		Reflection	Discussion, lecture		Journals	+	
10:20	0:10		Break	Discussion, iccluic	VIGEO		+	
10.20	0.10	10.30	Cycle of		Journals, 6X4	+	+	
10:30	0:10	10:40	Oppression	Discussion, lecture				
10:40			What I learned growing up	Discussion, lecture				
11:00			Socialization Process	Discussion, lecture		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			

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

- 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 for training and learning assessment methods, for example, kirkpatrick model for learning assessment and evaluation www.businessballs.com/kirkpatricklearningevaluationmodel.htm.
- 6. increase width and height of these columns and rows to suit your purposes