



ACT (Action Awareness for Change Teams) **A Year in Review**

Session 1: General Diversity

In this introduction session, students complete a word scramble with different aspects of diversity. This is to help them broaden their definition of diversity beyond just race and gender to include religion, size, sexual orientation & socioeconomics to name a few. Students identify primary and secondary aspects of diversity and began to discuss how their individual identities intersect in a variety of places. While unpacking the 'Cycle of Oppression' (Stereotype, Prejudice, and Discrimination), students gain vocabulary and structure to complete the annual program.

Session 2: Ability

This session includes both physical and mental ability. Students discuss how accessible, or inaccessible, their school is those who are physically disabled. Students participate in brainstorm on mental ability and read a story of student who struggles with anxiety disorder. In small groups, they then discuss triggers and treatment along with the responsibilities of fellow students and teachers. Students suggest what they can do, as a small group of thoughtful, committed citizens, to make their building more inclusive for all who enter.

Session 3: Gender

Students participate in an activity entitled "Cross the Line." Students separate themselves by gender and are read a series of statements; if the statement applies to them and they feel comfortable, they are invited to cross the line. The group then discusses gender roles and stereotypes surrounding gender.

Session 4: Race

Using words like Black, Dominican and European, students articulate the difference between race and ethnicity. In small groups, students answer the question, 'Who is an American'? Students discuss race as a social construct though the cycle of oppression. Students also read and discuss the story of Suzie Phipps, an America who lived her life as White, while her birth certificate identified her as Black.

Session 5: Socioeconomics

Socioeconomics is introduced to the students by having them fill out a Socioeconomic Pyramid. Here, they answer questions about how many people in the United States fit into each socioeconomic category. Their guesses are then compared to the actual statistics and discussion followed about how the classes are defined, stereotypes associated with the different groups, and how they fit into the mix. If time allows, students will also participate in a socioeconomic simulation.

Session 6: Closing

To bring the sessions to an end, the students again returned to general diversity topics. This activity required them to respond to different diversity related statements and then explain why they felt the way they did. Statements include issues about equality and equity, racism, sexism, and stereotypes. Students drew from the previous meetings to inform their decisions.



Year Two includes the following topics:
Religion, Sexual Orientation, Ageism (2 sessions)

Year Three includes the following topics:
Immigration, Body Image, Culture (2 sessions)

SPECIAL EVENTS

Leadership Luncheon

January 27, 2012

John Carroll University

The Leadership Luncheon, sponsored by Charter One, invites *middle and high school* students from Northeast Ohio to learn how to become and remain change agents in their schools and communities. A local youth keynote speaks to the students about how the theme, a quote from Martin Luther King, Jr., coupled with their life experiences has shaped their lives as leaders and community servants. In addition and of key importance, two outstanding students are awarded the prestigious Diversity Champion Award. The award recognizes one middle school and one high school student who has demonstrated a commitment to leadership and diversity within their schools and communities. Recipients each received a \$100 gift card from Charter One.

Spring Conferences

John Carroll University

Middle School March 7, 2012

High School April 25, 2012

As a concluding event, over 150 students and educators representing various Northeast Ohio middle and high schools spend a half day participating in the spring conference. Again, students are placed in groups and spend the time participating in activities and discussions focused on a pre-determined diversity theme. In addition, participants take part in large group activities and discussions that support the eradication of bias, bigotry and racism in their respective communities and beyond. Students also partake in school planning sessions to share their experiences.

High School Fall Retreat

October 13-15, 2011

Camp Wise

Every year, over 150 students and educators representing various Northeast Ohio high schools spend 2 ½ days participating in the fall retreat. Held at a local camp site, students are placed in core groups and spend the time participating in activities and discussions focused on a pre-determined diversity-theme. In addition, participants take part in large group activities and simulations that support the eradication of bias, bigotry and racism in their respective communities and beyond. Students also partake in camp staples such as campfires; low/high ropes courses and a variety of teambuilding exercises.

Humanitarian Award Dinner

November 15, 2011

Renaissance Hotel

The Humanitarian Award Dinner is The Diversity Center's annual fundraiser where students from various high schools who are involved in our youth programs serve as ambassadors. In addition to greeting and directing guests, ambassadors discuss the impact our programming has had on them personally and in their school community.



OUT-OF-SCHOOL TIME ACTIVITIES

DLT (Diversity Leadership Team)

November 2011-May 2012

The Diversity Center of Northeast Ohio has developed the Diversity Leadership Team as an extension of its youth diversity program, ACT. High school students that have shown passion and high interest in diversity issues through our year-long youth diversity program have been given the opportunity to take their commitment to the next level by applying to serve on the Diversity Leadership Team.

Members of the Diversity Leadership Team are selected by an application process. Students write a 250-500 word essay on the diversity issue (race, religion, gender, etc) that impacts them the most. Twenty students are selected.

The Diversity Leadership Team:

- Serves as ambassadors for the ACT program at the Humanitarian Award Dinner in November
- Participate in the Walk, Rock & Run
- Attend monthly meetings to discuss diversity issues at a deeper level and how to become change agents in their communities
- Participate in cultural events throughout the year

Camp STARR

June 12-15, 2012

Cincinnati, OH

Camp STARR (Students Talking About Race Relations) is an intense and interactive 4-day retreat for high school students. The goal of Camp STARR is for students to understand the deep roots of race relations in America: past, present and future. Camp STARR is centered on two, rotating themes: The Narratives of the ***Underground Railroad*** and the ***Trail of Tears***. Camp STARR participants will be challenged physically and emotionally.

Students will:

- Gain a greater understanding of their personal leadership styles and racial identity
- Participate in simulations and activities that depict issues of American racial injustice
- Explore national landmarks and museums
- Partake in teambuilding activities
- Visit Kings Island amusement park