

MODULE: DIVERSITY IN VOLUNTEER ACTIVITIES	Module duration 2 hours	Implementation model: classroom teaching
For all volunteers: X	Target group specific:	
Knowledge goals: To gain the tools to critically examine norms and prejudices and understand their influence in encounters and interaction. To gain information about equality and its importance in the activities of the Red Cross. To gain ideas about how volunteer activities could be made more accessible.		
Material to be distributed to the course participants: FRC's equality policy 'Do not assume, ask!' list of tips Exercise for dismantling prejudice	(Advance assignment):	

Core contents are the matters that are *required* for achieving and understanding the knowledge goals. Supplementary and special contents *can* be written down if you want, for example for separating participants with different starting levels. The core contents must cover at least 85% of the module.

CORE CONTENTS <i>'must know'</i>	OBJECTIVE (The participant learns...)	METHOD (for example...)	Time	TRAINER'S MATERIAL
Norms and their influence in interaction	The participant knows what norms are and understands how they regulate interaction and behaviour. The participant is able to examine norms critically.	PPT slides, solo exercise, YouTube video, 'Do not assume, ask!' list of tips	20 min	
Diverse interaction situations	The participant understands that interaction is about encounters between individuals, not representatives of groups.	PPT slides, exercise	10 min	
Prejudices and their influence	The participant knows why we have prejudices and becomes aware of their own prejudices. The participant knows how to examine prejudices and renounce them.	PPT slides, exercises, discussion in pairs or groups, news article examples, Exercise for dismantling prejudice (can also be done as homework)	25 min	

Equality and fundamental rights	The participant understands that equality is based on the law and human rights.	PPT slides	5 min	
Equality and the Red Cross	The participant understands that strengthening equality is a core issue in the activities of the Red Cross.	PPT slides, exercise, 'Do not assume, ask!' list of tips	5 min	
Accessibility	The participant knows how to plan and carry out accessible volunteer activities (reasonably).	PPT slides, Privilege walk exercise, 'Do not assume, ask!' list of tips	30 min	
SUPPLEMENTARY CONTENTS 'should know'	OBJECTIVE (After the course, the participant...)	METHODS (Examples)	Time	TRAINER'S MATERIAL
Reasonable accommodation	The participant knows what reasonable accommodation is and how it can be applied to the FRC's activities.	PPT slides, 'Do not assume, ask!' list of tips	5 min	
Need for help guides activities	The participant understands that the activities of the Red Cross / Red Crescent are guided by need for help and vulnerability.	PPT slides, exercise	10 min	
Discrimination principles of the Non-discrimination Act	The participant knows the discrimination principles of the Non-discrimination Act.	PPT slides	5 min	
SPECIAL KNOWLEDGE 'nice to know'	OBJECTIVE (After the course, the participant...)	METHODS (Examples)	Time	TRAINER'S MATERIAL
FRC's equality policy	The participant is familiar with the FRC's equality policy and utilises it in their activities.	PPT slides, equality policy for distribution		