

Shifting from Domination to Partnership Paradigm - Role Play Scenarios -

Scenario 1: Unequal Treatment Based on Bias: In a classroom, the teacher consistently gives more attention and resources to certain students, often based on unconscious biases related to race, gender, or socioeconomic status. This results in other students feeling neglected and undervalued.

Objective: Use NVC to address this issue and promote a more inclusive and equitable classroom environment.

Scenario 2: Bullying Based on Identity Situation: A student makes a culturally insensitive remark during a class discussion. The teacher either ignores it or doesn't address it effectively, leading to discomfort and alienation for students from marginalized backgrounds.

Objective: Use NVC to address the remark and foster a more respectful and inclusive classroom culture.

Scenario 3: Handling Biased Behaviour in a colleague: Punitive disciplinary actions are disproportionately applied to students from marginalized groups by this one particular colleague

Objective: Use NVC to initiate a dialogue with the colleague and also bring it to the notice of the management.

Scenario 4: Lack of Cultural Representation: The school's curriculum lacks representation of diverse cultures, histories, and perspectives, which leaves many students feeling excluded and unrecognized.

Objective: Use NVC to advocate for a more inclusive and representative curriculum.

Scenario 5: Cultural Misunderstanding: Two students from different cultural backgrounds have a misunderstanding or conflict due to cultural differences. Example: A British student see politeness as a way of demonstrating friendship whereas Dutch student sees honest self-expression as a way of expressing friendship

Objective: Use NVC to facilitate cross-cultural understanding, empathy, and conflict resolution.

Reflection Questions:

1. How did it feel to use NVC in these scenarios?
2. What challenges did you face in expressing your observations, feelings, needs, and requests?
3. How did considering the needs of others impact the way you made your requests?
4. What insights did you gain about DEI issues in your school through these role-playing activities?