

SOCIAL EXCLUSION AWARENESS TRAINING

**Conducted from Pope Paul Memorial Hotel
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WORDS USED TO DESCRIBE A PERSON BY THEIR SEX

- Beauty
- Private
- Man
- Mother
- Gender
- Woman
- Passion
- Colour
- Style
- Character
- Husband
- Puppy
- Sexy
- Pump
- Hot
- Bearded
- Hunk
- Belle
- Cute
- Backside
- Chic
- Male
- Handsome
- Babe
- Dude
- Hipsy
- Boobs
- Mucho
- Swagger



Words used to describe status

- Rich
- Single
- Married
- Divorced
- Searching
- Searchable
- Attached
- Separated
- Complicated
- Professional
- With children
- Bored
- Broke
- Unemployed
- Widowed
- Co-existing
- Independent
- Self-contained
- Saved
- Unclear
- Cohabiting
- UAM
- Taken
- Stateless
- Refuges
- IDP
- Asylum seeker
- Refugee
- SP Separated children/Person
- Vegetarian
- Carnivore



Words used to describe Values

- Honest
- Simple
- Wholesome
- Direct
- Sincere
- Trustworthy
- Reliable
- Generous
- Polite
- Integrity
- Flexibility
- Tolerant
- Professional
- Caring
- Loving
- Listening
- Complicated
- Educated
- Responsible
- Open
- Honest
- Difficult
- Principled
- Focused
- Christian
- Muslim
- Trusted
- Animist
- Curious
- Tolerant
- Hard work
- Respectful



Words used to describe Location

- Slum
- Home
- Urban
- Rural
- Village
- Zone
- Katanga
- Ntinda
- Country
- District
- Prison
- Kampala
- Settlement
- Camp
- Opposite
- Old Kampala
- Mid Level
- Upstairs
- Adjacent
- Behind
- Safe House
- In Front
- Church
- United kingdom
- Air Port
- Down town
- Hospital
- Kiconyi
- Up Country
- Farm
- Cell



Words used to describe Race

- White
- Black
- African
- Red Indian
- Ugandan
- Oga
- Englishman
- Niger
- Mixed
- Point 5
- Mundele (Lingala-Muzungu)
- Black
- Charcoal
- Clan
- Coloured
- Human
- Three quarters
- Katogo
- Panel Beating (Bleaching)
- Muzungu
- Plastic Surgery
- Half Caste
- Hybride
- Tribe



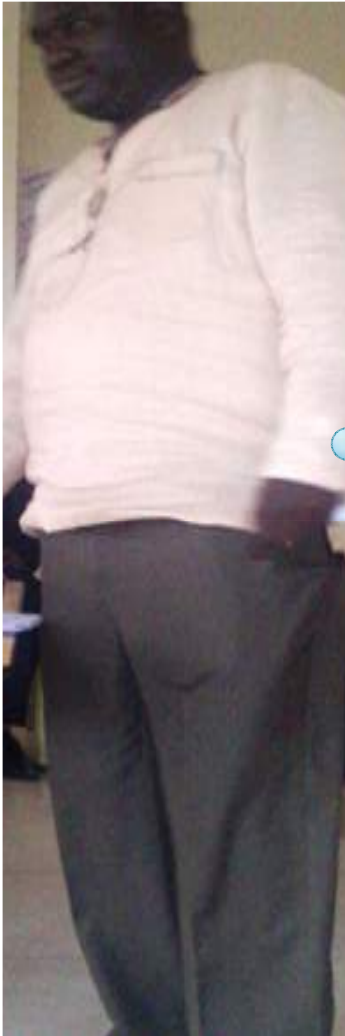
Words used to describe Ethnicity

- Ja Luo
- Lugbara
- Acholi
- Soggy/ie
- Madi
- Mixed
- Kuku
- Muteso
- Gisu
- Baganda
- Batoro
- Balala
- Itesote
- Heritage
- Latino
- Chope
- Mukoko
- Nilohamite
- Muhima
- Kalenjin
- Lendu
- Hema
- Pygmies
- Culture
- Italian
- Mediterranean
- Traditional
- Bahima
- Tutsi
- Muhima
- Ganda
- Munyankole
- Batwa
- Deni from Denmark
- Zulu
- Arsenal
- Xhosa
- Nande
- K'jong
- Bantu
- Hutu



WHAT ASSUMPTIONS AND VALUES DID YOU GROW UP WITH REGARDING WOMEN, ETHNICITY, RACE, SEXUALITY, RELIGION AND AGE? (WHERE ARE WE FROM?)

- ❖ Hetero-sexism
- ❖ Whites were rich and intelligent
- ❖ Position of women as second class citizens
- ❖ No sex before marriage
- ❖ Jesus was a white man
- ❖ Women as sex objects
- ❖ Old people are wise
- ❖ Interfaith marriages unaccepted
- ❖ Women should be in the house
- ❖ Every woman should get marriage and have children
- ❖ Satan is black



ASSUMPTIONS CONT.

- Northerners were rough and tough
- Education was only for the young
- Household chores were meant for the women
- Some tribes were baby eaters
- Some tribes were wise and right in everything
- Women were not meant to propose to a man
- Women were to be submissive to the men
- Diet was restricted for women
- Women not allowed to put on trousers
- Disability was regarded as a curse



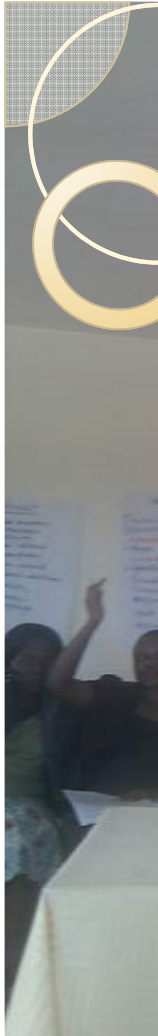
ASSUMPTIONS CONT.

- Science subjects were for men only.
- Women not allowed in professional paid jobs
- Was ok for men to have more than one wife
- Men were older than women when it came to marriage
- Muslims are violent and enemies, dangerous



Have those assumptions changed? / Where are we now?

- Women now put on trousers
- Older women now marry younger men
- Women can propose now
- Education for all sexes
- Husbands now cook and do domestic chores
- Discrimination exists
- People marry only when they choose to
- Intermarriages now exist
- Gender equality
- Women hold powerful positions in paid jobs
- Muzungu perceptions dying out as some are even beggars
- Jesus is colourless
- Women even now batters the men
- Women can now marry and be the head of households
- More information on HIV/AIDS now than in the past, so HIV no longer a barrier to employment



Factors of change

- Technology
- Globalisation
- Information
- Civilisation
- Exposure to different cultures
- Intermarriages
- Political shifts in affirmative actions
- Activism
- Education and travelling
- Feminism
- Evolution of humans
- Colonisation and its legacy
- Family and parents
- Technology
- Urbanisation and exposure
- The media like radios and websites
- The shift from village to urban
- Friendship



Tensions between where we have come from and where we are now

- Cultural erosion
- Family tension/male resistance/domestic violence in homes as some men do not want to see women in the same position and so struggle over roles
- Change is also expensive like the resources are not easily available to improve on the status of infrastructures
- Struggle to maintain heritage in homes
- Family pressure in terms of work as the woman should return home and do most of the work as a man looks at the newspapers
- The changes are at the surface as women know that these changes are there but do little to change things in homes
- Men continue to make decisions on sexual intercourse despite all the attempts to make women equal to men



EXPERIENCE OF DISCRIMINATION AND WHAT OUTRAGES PEOPLE

- Discrimination when in Sudan: Local people refused to listen to me as a Ugandan
- Not being given a job because of the name of the person
- Not being invited to a meal as colleagues assumed that whites don't like the food of the land
 -
- A teacher who used to assume that all students spoke the local language of where the school was located
- Discrimination on Basogas that they have jiggers
- Segregation from friends in terms of association
- Position power when it comes in election in schools when northerners gang up with the central people and make sure that no one from the west succeeds in elections
- Missing out on jobs because of (small) body size (because one is looked at as a child)



EXPERIENCE CONT.

- Discrimination and hatred because of the recurrent position in class to the extent that it resulted in loss of interest in studies
- Discrimination because of failure to speak English well among other colleagues and thus was affected when it came to meetings
- Being stopped from school because of staying in a relative's home yet the biological children were attending schools and even better schools
- Accusation from a teacher who reported a case and yet it was a lie
- The treatment of northerners yet when results come and they rank high, they then start to befriend one
- Discrimination because of the body size and people discriminated when it came to playing



EXPERIENCE CONT.

- Xenophobic experience
- Apathy from a sister who failed to stand and help when in problem
- Abuse from a supervisor who described me as '*Stupid African*'
- Segregation at the air port as Africans were left out in the lounge while whites were taken to a hotel
- Being called a rich man's daughter yet used to move on slippers with holes in them
- Being left in a service point when all was being served food
- Discrimination because of the appearance of the body part like having a long nose
- The history of the northern part of the country like issues of Ebola, the war and many other things thus people deny her when she says she comes from the same place
- Attributes of some group of people that they belong to a particular group yet one would not have participated in the tragedy.



GENERAL CATEGORY /SUMMARY OF EXPERIENCES

- Position and power
- Assumptions
- Values
- Prejudice
- Stereotype
- Denial



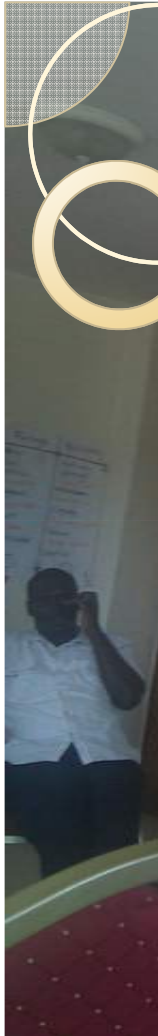
What Outrages people

- Exclusion and assumption
 - Ethnic discrimination
 - Assuming I can't do my job because of being black
 - Focusing on the dimension of who I am
 - Justifying discrimination with false facts
 - Discrimination
 - Having to hide facts
 - Hating people due to competencies
 - Being told you don't belong here
-



What Outrages People Cont.

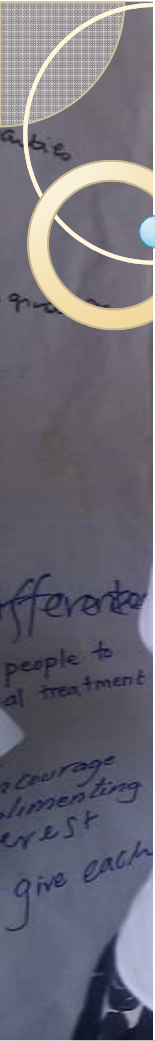
- Intellectuals promoting discrimination
- Viewing all members of a group as the same
- Being ignorant and not exposed
- Being called *Stupid African*
- Complicity
- Being called with a negative title like relation to the northern people
- A fellow graduate abusing the other



Discrimination and its impact

- It motivates people to perform highly
- It sometimes makes people change attitudes after realizing what one could have done
- It sometimes de-motivates people in their daily work
- Sometimes people cushion the act of discrimination and this makes it a recurrent act
- Causes disharmony in a home
- Sometimes leads to positive programming and this makes planning easier and simple as some work will be targeted to particular groups of people
- Sometimes results to price discrimination like in market places e.g. In Kiseka market
- Increases the rate on mortality like for refugees as they go to hospitals and are not attended to e.g. in hospitals like Mulago as they are left unattended to

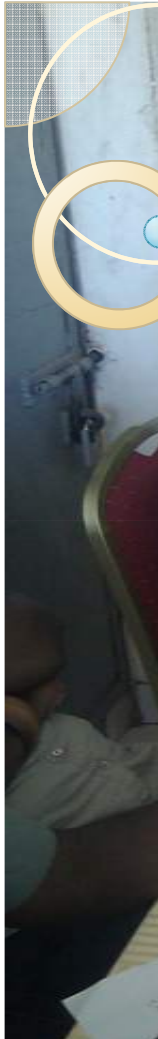
Closing Remark

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- ✓ All that hurts you also hurts everyone.
 - ✓ Some forms of discrimination should give us the morale to work harder and improve conditions



Identifying the **POWER IN THE ROOM** (which are also powers that allows us to discriminate against others)

- Hierarchy
- Supervisor
- Donor
- Facilitator-beneficiary
- Family heads
- Knowledge/Ignorance
- Family heads
- Politics in organisations
- Host and visitor relationship
- Age
- Tribe
- Colour
- Language
- Educational level
- Tribe
- Inferiority complex
- Mental status
- Gender (The power of Men over Women)



Rules on how to reduce the impact of **power in the room** and discrimination more broadly

- ✓ Respect
 - ✓ Tolerance
 - ✓ Clear terms and conditions
 - ✓ Understanding between parties
 - ✓ Training
 - ✓ Listening
 - ✓ Performance
 - ✓ Focus on achieving the organizational needs
 - ✓ Respect for diversity
 - ✓ Build confidence
 - ✓ Merit and performance
 - ✓ Establishing a code of conduct
 - ✓ Mediation and arbitration
 - ✓ Expression of feelings
 - ✓ Top bottom and vice versa communication
 - ✓ Support each other and encourage others by complimenting and showing interest
 - ✓ Equal participation by give each one a chance
-



Reducing Powers Cont.

- ✓ Teamwork we can all contribute at all levels focus on priorities
- ✓ Share knowledge and accept learning
- ✓ Believe in yourself
- ✓ Leave your EGO at home
- ✓ Be organized orderly
- ✓ Speak English
- ✓ Avoid stereotypes and assumptions
- ✓ Be positive. Smile and be happy
- ✓ Relax don't be guided by stress
- ✓ Be open to change
- ✓ Acknowledge differences and appreciation to people
- ✓ Respect time, allowing people to talk i.e. no special treatment
- ✓ Avoid titles
- ✓ Appreciate and be polite
- ✓ No interruptions
- ✓ Use show of hands
- ✓ Flexibility
- ✓ Understanding each other
- ✓ Looking at each other as human beings
- ✓ Insisting on principles, guidelines and policies
- ✓ Respect for diversity
- ✓ Cultural awareness and orientation



A Fresh Start

(Choosing 12 People to go to an Island)

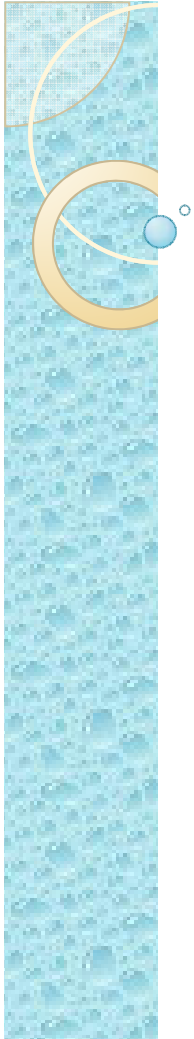
Plenary Discussion Per Group

S/n	Person Selected	Group 1	Group 2	Group 3	Group 4
1	Swahili Speaking middle Manager				
2	Shop Assistant age 19				
3	Kakwa Doctor				
4	Old Mutwa woman				
5	Cattle Farmer				
6	Traffic Police Officer				
7	Immigration Shop Keeper				
8	Army sergeant age 50				
9	Peace activist				
10	Barman				
11	Ex-Beauty Queen				
12	Pregnant School Teacher				
13	Unemployed White Teenager				
14	Congolese Refugee				
15	Carpenter				
16	Gay Nurse				
17	Pentecostal Minister				
18	Disabled Bank Clerk				
19	Boda boda rider				
20	Musician				



Comments after the session

- ❑ Power is what people use to judge others
 - ❑ People often fail to challenge authorities.
 - ❑ We should thereby be empowered enough to challenge some kinds of authority
 - ❑ We normally make pre-assumed judgement or assumptions for some kinds of people just by their titles e.g, The doctor was reported to be a PHD Holder but not a Medic
-



Feelings and Reactions Towards Discrimination

Group One Presentation

Feelings

- ✚ Angered
- ✚ Used
- ✚ Worthless
- ✚ Unaccepted
- ✚ Disappointment
- ✚ Hurt
- ✚ Isolated
- ✚ Unappreciated

Reactions

- ✚ Walk way ignoring
- ✚ Trying to fit
- ✚ Withdrawn
- ✚ Awareness
- ✚ Crying
- ✚ Run away
- ✚ Passive
- ✚ Change situation
- ✚ Sensitive

Group Two Presentation

Feelings

- ✚ Undetermined
- ✚ Helpless
- ✚ Anger
- ✚ Frustration
- ✚ Rejection
- ✚ Vengeance
- ✚ Excluded

Reactions

- ✚ Spoke out
- ✚ Confrontational
- ✚ Silent
- ✚ Depression
- ✚ Withdrawal

Group Three Presentation

Feelings

- ✚ Annoyed
- ✚ Angry
- ✚ Rejection
- ✚ Shock/disappointment
- ✚ Abandoned

Reactions

- ✚ Kept quiet while wondering why
- ✚ Withdrawal
- ✚ Struggled to prove them wrong
- ✚ Focused on a solution

Group four Presentation

Feelings

- ✚ Annoyed
- ✚ Speechless
- ✚ Disappointed
- ✚ Very hurt
- ✚ Humiliated
- ✚ Fear
- ✚ Anger
- ✚ Challenged
- ✚ Abused
- ✚ Powerless
- ✚ Aggressive
- ✚ Shocked

Reaction

- ✚ GRR!
- ✚ Froze
- ✚ Speechless
- ✚ Went numb
- ✚ Ignored
- ✚ Withdraw
- ✚ Cry
- ✚ Violence
- ✚ Motivated
- ✚ Defensiveness
- ✚ Taken away
- ✚ Give away
- ✚ Give them a piece of my mind



What happened when you were discriminated against?

- 1) What were you denied?
- 2) How were you denied? / How did they do it?
- 3) What was the power used to act?
- 4) What was the Cushion/Justification given?



WHAT were you Denied?

Services

- Access
- Education
- Health

Opportunity

- Education
- Employment
- Information

Resources

- Future income

Self respect

- Respect
- Social integration
- Acceptance
- Dignity
- Rights
- Justice
- Recognition



HOW were you denied?

Direct

- Bullying
- Xenophobia
- Intimidation
- Ethnicity both direct and indirect
- Threats
- Language

Indirect

- False perception
- Peer influence
- Run around
- Personal inhibition

Inaction



What was the Power used to Act?

- Hierarchy
- Position of authority
- Knowledge
- Age
- Lack of other options
- Gender
- Social class
- Size
- Majority (Numbers)
- Didn't care
- Impunity



What was the Cushion/Justification given?

- Coward
- Challenged
- You are a savage
- You are a nuisance
- I was right
- You are weak
- You are emotional
- You are guilty
- Vindicated



What happened when YOU were the DISCRIMINATOR?

- 1) What did you deny the person?
- 2) How did you deny the person? / How did you do it?
- 3) What power did you use to act?
- 4) What Cushion/Justification did you give after?



Group One Presentation

What we Denied

- Entitlement
- Freedom of expression
- Knowledge
- Job
- Social interaction

What power we had

- Experience and power
- Position of authority

What Cushions we used

- Didn't hold the person in high position
- The person did not submit or deliver in time
- Disinterested
- Age



Group Two Presentation

Denied

- Services
- Rights to be heard
- Respect
- Freedom of movement
- Social acceptance / interaction

Cushions

- False perceptions
- Assumptions
- Just because we can
- Sense of entitlement
- I am better than you

Power used

- Economic
- Superiority
- Legal
- Status
- Numbers
- Position
- Education

Assumptions

- Weakness
- Impunity
- Superior / inferior
- Incredible/liars
- Doesn't matter



Group Three Presentation

Denied

- Overworked
- Respect
- Individuality

Cushion

- Popularity
- Power
- Numbers
- Weak
- Society

Power used

- Position of authority
- Influence
- Intolerance of diversity

Assumptions

- Right
- Status quo



Group Four Presentation

Deny

- Resettlement
- Assistance
- Husband access
- Listening
- Information
- Services
- Gifts
- Education
- Knowledge

Cushions

- Cases did not meet criteria
- Policy
- Tired
- Timetable
- Opportunity
- Meritocracy

Power used

- Policy
- My body my choice
- Knowledge
- Position
- Inaction

Assumptions

- People should understand policy
- People would comply
- Inequality
- That's how things work/are



Ranking of who was most responsible

	G1	G2	G3	G4
Naledi	6	6	6	6
Manager	1	1	2	2
Pieter	2	3	1	1
Bob	3	2	3	3
Dale	4	5	5	5
Nomsa	5	4	4	4

The Earthlings Vs the Martians Role Play





Exploring the Different 'ISMS'

- ❖ Classism
- ❖ **Sexism**
- ❖ Elitism
- ❖ Ageism
- ❖ **Religion-ism**
- ❖ Able-ism
- ❖ **Internationalism**
- ❖ **Tribalism**
- ❖ **Racism**

The participants identified the 'isms' listed as affecting either their workplace or their day to day work, and chose to work further on those which are highlighted



INTERNATIONALISM

- **Attitudes**

- Expatriates know better and are always right
- Expatriates can get away with it anyway
- Expatriates are rich and incorruptible
- Expatriates will grant favours

- **What gives Expats the Power to act?**

- Hierarchy organisational structures
- Deferential treatment
- Sense of entitlement
- Hold them in awe
- Financial superiority
- Myth that they are better

- **Discrimination**

- Indirect (Influence peddling)
- Direct
- Inaction
- Victimisation

- **What is Denied to 'Localos'?**

- Job opportunities
- promotion
- audiences
- access to office resources
- opportunity to be heard
- decision making power

- **Ideology of superiority**

- Unbroken power or culture
- Fear of consequences
- Organisation policy
- Complexes (inferiority VS superiority)
- Media influences
- Sense of entitlement and them being the money men

What do we have to do?

BREAK THE SILENCE



RELIGION-ISM

Attitudes & Beliefs

- Christianity is superior to other religion and vice versa
- Stereotyping like the belief that Jesus and Muslims eat their first born
- Christian women are less holy than Muslim
- Inter faith marriages are unacceptable one party has to convert especially women including change of name
- They are like that so they get away with it
- Sexism: women do not play with men
- Group think that we are better than them

Discrimination

- Hospital services
- Opportunities like schools and in Ugandan jobs
- Resources interest free loans to Muslims
- Gender relations. God made his son male and all his people like apostles and his priest
- Cultural acceptance
- Self reinforcing
- Beliefs like Jihads
- Impunity

Justification

- Number economically successful
- People in that religion
- Political power
- Historical factors like UPC

Power to act

- Numbers-Majority
- Sense of belonging
- Colonial legacy
- Politics like Anglicans will always rule the country

Crossing the boundary

- Knowledge
- Exposure and change of perceptions
- Tolerance
- Policy change like through advocacy



SEXISM

Attitudes

- Men are superior to women
- Women are sex objects
- Men are strong and intelligent than women
- Men are the heads of the family
- Women are considered weak or cowards thus are in most cases favoured

Discrimination

- Direct, Indirect, Inaction and victimisation
- How to deal with sexism
- Educate/sensitize people
- To give women an opportunity to prove their work
- Educate people on their rights
- Legal framework

Power to act

- Culture
- Authority
- Society
- Religion



TRIBALISM (using Buganda as case study)

Uganda (From Buganda)

- Thieves
- Superior
- Civilisation
- Deceitful
- Believe in traditional healers

Opportunities that have created the above

- The presence of the capital city
- Start of civilisation
- Land
- Traditional attire
- Kingdom
- Colonial influence
- Had the first president for the country
- Labelling of good from other region as their own 'ganda'
- Had access to good institutions
- Specific media houses
- Many people in the Buganda region speak
- The 1900 Buganda agreement

Power to act

- Majority in number
- Land conflict
- Stand for each other
- No support for other tribes

Strategies to challenge tribalism

- Equity to social services
- Sensitization on rights
- Other groups
- Self esteem
- Development of own areas
- Intermarriages
- Review land policies
- Exposure to outside world
- Education opportunity like education universities now spreading out
- Combined efforts with other groups fighting similar ISM

RACISM

Superiority

- History
- Slavery
- Colonialism
- Religion
- Education in terms of gaps and quality
- Class/labels

Economics

- Exploitation
- Development gap
- Resources
- Made in China

Politics

- Colonisation
- Legislation
- Corruption

Ethnocentrism

- Appearance
- Athleticism

Culture

- Evolution
- Backwardness
- Mentality

Solutions of Racism

- Homo Asians
- Society
- Activism
- Sensitisation of the society
- Respect
- Social pressure
- Friendship

Model for Solutions to racism

- Equal opportunities to create harmony
- Activism through books and media
- Policy evaluation like by getting rid of perpetrators
- Developing a code of conduct
- Dialogue and interaction

