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Group Concept- Resistance

Subject/Course- Business Law/Finance

Lesson Plan Title- Discrimination in the workplace

Examine the ways in which it is unfair to an employee to make less money based on his/her race. Historically in our society, certain groups of people make less money than their counterparts based on race. So, what does discrimination in the workplace look like, and how does one resist unfair and unequal employment practices.



What causes the resistance of employers to give equal pay for equal work regardless of color? In this lesson, we will examine why or why not.

The major theme in this lesson focuses on discrimination of pay based on race. We will focus on resistance to pay equally. Shouldn't all people be paid based on factors such as: ability to do the

job, experience, and if the job requires a degree? Also, shouldn't all employees have the opportunity for "equal pay for equal work."

The lesson will include research, recall, analyze, write essays, create, compare/contrast, and define.

Common Core State Standards:

Understand concepts of money, personal finance, and opportunity.

Construct a personal connection to historical events at home.

Analyze documents.

Conduct historical research.

Compare and contrast information.

Recall information.

Write an essay based on selected topic.

Preparation

Introduction to the lesson:

1. Write on the board the words "resistance", "racial", "discrimination", "wages"

Guiding questions: What do these words mean to you?

Why might they be important?

2. Create vocabulary cards on index cards. The vocabulary card should have the word in the center and surrounding it the definition in the dictionary, part of speech, pronunciation, and their definition. Write a sentence showing you understand the definition on the back of the index card. They will keep in their pocket folder to study.
 3. Review their vocabulary cards to be sure they have the correct definition.
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1. After introduction, give notes concerning discrimination in the workplace. (10 minutes)
<https://www.pewresearch.org/fact-tank/2016/07/01/racial-gender-wage-gaps-persist-in-u-s-despite-some-progress>.
 2. This is a You Tube video. The information is about the different types of wage and race discrimination.

You Tube Race and Discrimination in the workplace by Christian Cole April 16, 2018. This video can be shown in different parts.

Guided Questions:

- **Why do employers resist paying people of color a competitive wage over their counterparts?**
- **Should everyone be paid fairly? Why? Why not?**

Show video clip.

<https://binged.it/2Md4kM7>

Homework- Look up a specific case to discuss together in class the next day. Give information on what they are looking for. (topic, theme, and brief description of the article)

Day 2-

1. Go over and discuss their homework. (10 minutes)
2. Put students in a group and give a handout of case study for today.
3. They will start out in "home groups." Then, they will split into A, B, C, and D. Each group of A's will work together, then B's, etc. They will each decide on who reads a paragraph to go back to their table to share. After each group has completed their study for the reading material, they go back to their home group and share what they each read.

FYI- I place one strong reader, two good readers, and one weak reader in each group when possible.

4. Give each group a piece of large (flip chart type) paper and markers to make a T-chart or other graphic organizer to compare and contrast information. Each group will compare what they learned about their reading.
5. Hang their posters on the wall for students to create a bulletin board of their work.
6. Share newspaper article from the internet to analyze information.

7. <https://rewirenews/article/2019/01/18/the-supreme-court-considers-a-case>

8. <https://doi.org/10.1017/S0022050707000150>

Day 3-

1. Brief review of discussions and vocabulary.
2. Worksheet- teacher-made – recalling information learned.
3. Work the hand-out in class on their own and give a daily grade.

Day 4-

1. Concluding activity will be to write a one- page essay on a case that they have researched.

This week, we studied resistance, and how discrimination plays a part in race and job discrimination. Reflect in a one-page essay describing the ways employers may resist paying employees a fair wage like their counterparts and why this may happen.

Also, include what can be done to better insure workers are paid fairly regardless of their color.

Conclude your essay with a current example of how this is used today.

2. Assignment will be due the next day.

3. Vocabulary test- test grade

Extension activities of their choice:

Select one of their choice.

- Draw what discrimination looks like concerning race and wages.
- Create their own puzzle using Puzzle Maker
- Create a poster or make a learning cube using pictures from the internet of the Civil Rights Movement of race and wage discrimination.

Supplies Needed:

Flip chart paper

Markers, colored pencils

Scissors, glue sticks

Pictures from magazines/internet

Notebook paper/pen





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