

girl scouts 
of central indiana



Civil Rights Patch Program

Level 1

Daisies/Brownies

Step 1: Prepare



Jada's story

Jada is 7 years old and loves going to school, playing with her friends, and going to her Girl Scout troop meetings. Jada uses a wheelchair. One day at school, her teacher announced that their class would be going outside to play a game of basketball. Everyone cheered! Jada was excited and she began thinking about all the times she played basketball with her mom and brother in their driveway. Jada and all of her classmates were smiling as they went outside to the basketball court. The students began picking teams. Alexa, one of Jada's classmates, said "Jada, you can't be on our team, because you are in a wheelchair." Jada's smile went away.

How do you think Jada is feeling?

What would you do if you were Jada?

What would you do if you saw this happen?

Learning objective:

Today we will learn about the importance of including others.

Level 1



Step 2: Discover



Dr. Martin Luther King, Jr. was an important person in the 1950s and 1960s. Dr. King lived during a time when people were treated differently based on their skin color. Black people were not allowed to go to the same restaurants, movie theaters, or even use the same restrooms as white people. Dr. King wanted ALL people to be treated equally. He hoped that people could go to the same places no matter the color of their skin.



Dr. King led marches and gave speeches that helped encourage the United States to end the laws that allowed people to be treated differently based on their race. Dr. King did amazing things for our country. Dr. King encouraged others to continue his work by asking the question “What can you do for others?”



In our country, we have rules or laws that help us know what is right and wrong. Today, we have laws that make it wrong to exclude people because of their skin color. Unfortunately, many people are still stopped from getting jobs, homes, or going to school because of their skin color, religion, or disability.

People who are treated unfairly are protected by Indiana civil rights laws. The Indiana Civil Rights Commission is an organization that enforces the laws.

At the Indiana Civil Rights Commission, we hope all Hoosiers are included in their community. It takes all of us to help make sure everyone is included and no one is left out. Remember what Dr. Martin Luther King Jr. asked us, “What are you doing for others?” What are you doing for your community?

Step 3: Connect



Directions: Create a poster that shows your community the importance of including others. Draw pictures and write a message on your poster to give people ideas about what they can do for others to make their community a place where everyone is included.

A large empty rectangular box with a thin yellow border, intended for drawing and writing a poster.

Take a photo of your poster and email it to the Indiana Civil Rights Commission at icrc@icrc.IN.gov.

Level 1

Step 4: Take Action



- Talk with a teacher, pastor, or adult in your life about what they are doing for others.
- Share with your family, friends, and classmates the poster you made.
- Go to your local library and talk with your local librarian. Ask them for recommendations on books about kindness, inclusion, and civil rights.
- Brainstorm with your girl scout troop ways that you can be kind and inclusive to new friends in your community!



Today's patch program was created by the Indiana Civil Rights Commission. The mission of the Indiana Civil Rights Commission (ICRC) is to enforce the Indiana civil rights laws and provide education and services to the public in an effort to ensure **equal opportunity for all Hoosiers** and visitors to the State of Indiana. The goal of the ICRC is to eliminate illegal **discrimination** in Indiana.

Level 2
Juniors/Cadettes

Step 1: Prepare



Jada's day at school

Jada is 12 years old and loves going to school, hanging out with her friends, and attending her Girl Scout troop meetings. Jada uses a wheelchair. One day at school, Jada's teacher announced that their class would be going outside to play a game of basketball against another class. Jada was excited and she began thinking about all the times she played basketball with her mom and brother in their driveway. Jada and all of her classmates were smiling as they went outside to the basketball court. The students began picking teams. Alexa, one of Jada's classmates, said "Jada, you can't be on our team, because you are in a wheelchair." Jada's smile went away.

How do you think Jada is feeling?

What would you do if you were Jada?

What would you do if you saw this happen?

Learning objective:

Today will learn about the importance of including others and doing things for our community.

Level 2



Step 2: Discover



Dr. Martin Luther King, Jr. was an important activist in the 1950s and 1960s. Dr. King lived during a time when people were discriminated against because of their race (skin color). Discrimination is denying equal rights to a person because of how they look, where they are from, if they have a disability, or because of what religion they practice. During Dr. King's life, Black people were not allowed to go to the same restaurants, movie theaters, or even use the same restrooms as white people. Dr. King wanted all people to be treated equally. He hoped that people could have the same rights no matter the color of their skin.



Dr. King led marches and gave speeches that helped encourage the United States to end the laws that allowed people to be treated differently based on their race. The United States also created civil rights laws that protected people's rights because of Dr. King's efforts. Dr. King did amazing things for our country, and he encouraged others to continue his work by asking the question "What can you do for others?"



Today, we have laws that make it illegal to exclude people because of their race. Unfortunately, today many people are still prevented from getting jobs, buying a home, or going to school because of their race, religion, gender, or disability.

People who experience discrimination because of their race, religion, gender, or disability are protected by Indiana civil rights laws. The Indiana Civil Rights Commission is an organization that enforces the laws. If someone experiences discrimination, they can contact the Indiana Civil Rights Commission to file a complaint.

At the Indiana Civil Rights Commission, we do not want any Hoosier to ever experience discrimination. It takes all of us to help create communities that are inclusive. Remember what Dr. Martin Luther King Jr. asked us, "What are you doing for others?"

Step 3: Connect



Directions: Create a superhero who is fighting against **discrimination!**

- **Option 1:** Draw a picture of your superhero and describe how it fights against discrimination. What are the superhero's powers? How do those powers help them fight discrimination? How does your superhero help the community?
- **Option 2:** Create a comic strip that shows your superhero fighting discrimination. Use the comic to tell a story about the superhero's powers and how your hero is helping the community.

Drawing:

Description:

Comic Strip:

Take a photo of your superhero or comic and email it to the Indiana Civil Rights Commission at icrc@icrc.IN.gov.

Level 2

Step 4: Take Action



- Talk with a teacher, pastor, or adult in your life about what they are doing for others.
- Share with your family, friends, and classmates the superhero you made.
- Go to your local library and talk with your local librarian. Ask them for recommendations on books about kindness, inclusion, and civil rights.
- Brainstorm with your girl scout troop ways that you can be kind and inclusive to new friends in your community!



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Level 3

Seniors/Ambassadors

Step 1: Prepare



Jada's new job

Jada is 17 years old and just got a new job at a local clothing store. Jada uses a wheelchair. One day at work, Jada's boss came up to her and said "You cannot work in the front of the store anymore. You need to work in the back room." Jada was disappointed to hear this and wondered if she had not been doing a good job working at the front of the store. She felt confident that she had always come to work on time, finished her tasks on time, and done a great job at greeting customers. She asked her boss "Why do you want me to work in the back?" Her boss replied, "I just don't think our customers want to see someone in a wheelchair working at our store."

How do you think Jada is feeling?

What would you do if you were Jada?

What would you do if you saw this happen?

Learning objective:

Today will learn about civil rights, illegal discrimination and the laws that protect us.

Level 3



Step 2: Discover



Dr. Martin Luther King, Jr. was an important civil rights activist in the 1950s and 1960s. Dr. King lived during a time when people were discriminated against because on their race. **Discrimination is the exclusion of a person from equal opportunities because of race, religion, color, sex, disability, national origin, ancestry, or status as a veteran.** During Dr. King's life, Black people were not allowed to go to the same restaurants, movie theaters, or even use the same restrooms as white people. Dr. King wanted all people to be treated equally. He hoped that people could have their civil rights protected by the law. **Civil Rights are the rights to equal opportunities for employment, housing, education, public accommodation, and credit.**

Dr. King led marches and gave speeches that helped encourage the United States to end the laws that allowed people to be treated differently based on their race. The United States also created civil rights laws that protected people's rights because of Dr. King's efforts. Dr. King did amazing things for our country, and he encouraged others to continue his work by asking the question "What can you do for others?"



Today, the United States has laws that make it illegal to discriminate against people because of their race, or other protected classes such as religion, gender, or disability. The laws that protect us from discrimination are called civil rights laws. Unfortunately, many people are still prevented from getting jobs, a home, or going to school because of discrimination. And this brings us back to our story about Jada.

At the Indiana Civil Rights Commission, we do not want any Hoosier to ever experience discrimination. It takes all of us to help create communities that are inclusive. Remember what Dr. Martin Luther King Jr. asked us, "What are you doing for others?"

Step 2: Discover cont.



Jada was discriminated against because she uses a wheelchair. This is a violation of Jada's civil rights. It is illegal for an employer to discriminate against someone because of their disability. Disability falls under one of the protected classes in Indiana. Protected classes are identities or characteristics that are protected under the law and cannot be discriminated against. Some examples of protected classes in Indiana include:

- **Race**
- **Religion**
- **Color**
- **Sex**
- **Disability**
- **National origin**
- **Ancestry**
- **Veteran status**
- **Age**

The areas in which civil rights are enforced are:

- **Employment**
 - Employment doing work in exchange for payment.
- **Real estate and housing**
 - Real estate and housing includes renting, leasing, or purchasing homes, apartments, or other properties.
- **Public accommodation**
 - Public accommodations are places that offer good or services to the public like store or hotels.
- **Credit**
 - Credit institutions are organization that lend people money like bands, mortgage companies, or credit card companies
- **Education**
 - Educational Institutions are organizations that provide education to people.

People who experience discrimination in any of those areas can file a complaint with the Indiana Civil Rights Commission. The Indiana Civil Rights Commission will investigate the complaint and help ensure that the issue gets resolved. Because Jada experienced discrimination, Jada could file a complaint with the civil rights commission, and they would take action to ensure that the laws are being enforced.

At the Indiana Civil Rights Commission, we do not want any Hoosier or visitor to ever experience illegal discrimination. We work hard to help people like Jada, but it takes all of us to help create communities that are inclusive.

Step 3: Connect



What are you doing for others?

Activists like Martin Luther King Jr. gave speeches to tell to the world about the harms of discrimination. We all have to work together to make our community inclusive. Create a poem, short story, or speech about ending discrimination. Think about the following as you create your writing project:

- What can you teach your community about discrimination and civil rights?
- How do we prevent discrimination?
- What can people do when they see discrimination?
- What are you doing for others?

Take a photo of or type up your poem, story, or essay and email it to the Indiana Civil Rights Commission at icrc@icrc.IN.gov.

Level 3

Step 4: Take Action



- Talk with a teacher, pastor, or adult in your life about what they are doing for others.
- Share with your family, friends, and classmates the poem, story, or speech you made.
- Go to your local library and talk with your local librarian. Ask them for recommendations on books about kindness, inclusion, and civil rights.
- Brainstorm with your girl scout troop ways that you can be kind and inclusive to new friends in your community!



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