



Workshops for Pakistan

1-2 February 2025

LESSON PLAN: Discrimination against Minority Groups

School/Institution: Abbottabad University of Science & Technology

Grade/Level: Undergraduate ages 17 -24

Language: English as a Foreign Language

Course: Sociology

Rationale Statement

This lesson provides a crucial framework for undergraduate sociology students to analyze societal power structures. By defining key terms like discrimination, prejudice, and minority groups, it moves the concept from an abstract idea to a tangible social force. Using a relatable case study, students learn to identify both overt and subtle mechanisms of exclusion. This equips them with the analytical language and critical perspective necessary to understand and deconstruct systemic inequality, a core objective of sociology. Ultimately, it fosters empathy and empowers students to think like sociologists, examining their own society with a more informed and critical eye.

Objectives

Content Objectives	Language Objectives
- To understand the different ways discrimination can occur. - To develop understanding on key concepts related to discrimination on minority groups.	- To review key vocabulary related to discrimination. - To develop critical reading and listening skills through multimodal texts. - To develop reading skills for specific information

Social Justice Objectives
- To build awareness about discrimination and prejudice, and how it can be hidden or normalised. - To increase awareness of prejudice against the unheard voices. - To develop critical consciousness and a focus on solutions or actions.

Procedures

Pre-activities	Time frame	Objective(s) targeted
T shows a short video of a house for rent for families only. T asks what might be problematic with the property advertisement (answer: discrimination against non-families). Ss may not get the answer but T proceeds with the next part.	5 mins	To generate interest in the topic.
T displays a job advertisement (Appendix A) and again asks what might be problematic. T suggests to compare with the previous property advertisement. Ss discuss in pairs. Ss share their guesses and rationale with the whole class.	10 mins	To set the scene for the lesson.
In small groups, Ss build mindmaps on large drawing paper to build understanding of the following concepts: - Discrimination - Stereotype - Prejudice - Minority group Ss walk around to see other groups' mindmaps. Ss return to the original group and reflect on something that intrigued or surprised them.	10 mins	To develop understanding about key concepts.

During activities	Time frame	Objective(s) targeted
T distributes an article on Danish Kaneria who claimed to have been religiously discriminated against as a cricket player in Pakistan. Ss answer comprehension questions (Appendix B) individually. Ss then conduct peer-checking. T provides answers at the back of the worksheet.	15 mins	To develop scanning for specific information.
Post-activities	Time frame	Objective(s) targeted
Ss reflect on their own: - Should minority groups be given an equal voice compared to majority groups? - If yes, how can we ensure that? - If not, why not? Ss discuss in pairs, then with the whole class.	15 mins	To further develop critical consciousness and a focus on solutions or actions.

Resources:

1. BTR Sale Purchase (2025) '2 bed flat ground floor' [TikTok] 4 September. Available at: https://www.tiktok.com/@btr_sale_purchase/video/7546274390552382728 (Accessed: 17 September 2025).
2. Fortray Global Services Ltd (no date) *Business sales intern* [job advertisement]. Available at: https://pk.indeed.com/viewjob?jk=1fd4e5600b5c03e8&from=shareddesktop_copy (Accessed: 17 September 2025).
3. First Cricket (2025) *Danish Kaneria on religious discrimination in Pakistan: 'My career was destroyed'*. Available at: <https://www.firstpost.com/firstcricket/danish-kaneria-on-religious-discrimination-in-pakistan-my-career-was-destroyed-13871254.html> (Accessed: 17 September 2025).

Appendix A

Business Sales Intern

(job advertisement sourced from [Indeed](#))

Full job description

About Us:

With over two decades of expertise, Fortray excels in IT Recruitment, Training, and Services. As IT Recruiters, we connect top talent with global opportunities in the digital technology sector, offering contract, temporary, and permanent placements across various industries, roles, salaries, and locations. Our specialized teams ensure your recruitment or job search benefits from seasoned experts who deeply understand your sector. Fortray is also a global online boot camp, helping career changers gain vital digital skills in just four weeks, opening doors to lucrative tech careers.

Our rigorous curriculum covers cybersecurity, Cloud computing, Data analytics, Coding, Project Management, DevOps, AI/ML, and more. Practical, hands-on learning and mentorship from industry experts result in a remarkable 95% placement rate. With over 1,000 monthly live classes, real-world projects, and extensive resources, Fortray stands out. Our mentorship program, flexible schedules, and 1:1 career coaching guide your success. Join 1,000+ satisfied graduates on their journey to tech careers through Fortray.

Additionally, as a Managed Service Provider (MSP), we offer global managed IT services, including cybersecurity, cloud solutions, and IT consultancy, tailored to businesses of all sizes, emphasizing user centricity from consultation to ongoing support, ensuring seamless technology operations.

Purpose of the Job – Overview

Job Title: Business Sales Intern

Location: REMOTE

Work from home essentials:

Hardware Required Items:

1. Laptop or Desktop PC: Laptop or PC with Intel Core i5 6th generation or Better (8th Generation is recommended). Laptop or PC required memory is minimum 16 GB.
2. LED Monitor: LED Monitor with 22-inch screen or better
3. Headphones: Headphone with noise cancellation
4. Mouse & Keyboard
5. Electricity backup for 2 to 3 hours: In case of a power outage or any unforeseen circumstances, you should have power back up for 2-3 hours

Sitting Requirements:

1. Table & Chair: you should have Table & chair suitable for Laptop usage.
2. Peaceful corner: At home, you should have enough space to work peacefully without any noise disturbance

Timings:

Monday to Friday: 9 AM to 6 PM BST

Saturday: 10 AM to 3 PM BST

About the Role

Position Responsibilities:

- Cold Email Communication: Compose and send engaging cold emails to prospective clients, introducing our products and services. Formulate and execute successful email outreach tactics to foster new business prospects.
- Lead Generation: Research and identify potential leads within the target market. Populate and maintain the lead database with accurate and up-to-date information.
- Database Management: Conduct regular database clean-up to ensure data accuracy and completeness. Utilize CRM tools to organize, track, and manage leads efficiently.
- Lead Engagement: Respond promptly to inquiries and messages from leads, providing relevant information and addressing queries. Follow up with existing leads to nurture relationships and move them through the sales funnel.

- Call Scheduling: Schedule and coordinate calls with interested leads to facilitate further discussion and understanding of their needs.
- Performance Metrics: Establish and attain weekly and monthly targets for lead conversion. Monitor and report key performance indicators to gauge the effectiveness of outreach initiatives.

Specific Knowledge, Skills or Abilities Required:

- Interest in business and sales
- Good technical knowledge
- Confident in closing sales
- Excellent customer service skills
- Dynamic, self-motivated ability to respond and work under pressure proactively
- Motivated by targets
- Proficient in the use of a CRM system, ideally salesforce
- Substantial use of LinkedIn
- Bachelor's and Master's Degree in IT, Business, Communications, Career Services, Human Services, Social Science (IT Background would be a plus)

Salary and Benefits

This is an internship leading to permanent role.

- The salary range for this position is between Rs 35,000 - Rs 40,000 PKR for initial 6 months of internship.
- After completion of internship, salary would be Rs 50,000 – Rs 60,000 with 3% to 5% commission.

Appendix B

Answer the following questions based on the article, 'Danish Kaneria on religious discrimination in Pakistan: 'My career was destroyed.'

1. What kind of discrimination did Danish Kaneria experience?
2. What were the two main consequences of the discrimination he faced?
3. The article named two former teammates who supported Kaneria and one who did not. Who were they?
4. What did Kaneria accuse Shahid Afridi of doing?
5. What official reason was given for the end of Kaneria's cricket career in 2012?