



**Domestic Workers Ordinance (DWO)  
Train the Trainer Toolkit: Group Activities**

Use this worksheet to guide meaningful discussion and deeper reflection. Each activity includes a suggested response to ground the topic and a group activity designed to help participants connect the content to their lived experiences, share perspectives, and explore practical ways to apply what they've learned.

This tool is meant to spark dialogue, build understanding, and strengthen collective learning. Facilitators should encourage participants to:

- Take a moment to reflect before responding
- Share openly but respectfully
- Listen actively to others' insights
- Consider how the topic shows up in real-life scenarios

1. **“Dignity in Action”** As a group, list simple ways dignity can be shown in daily domestic work, whether you're doing the work or hiring someone. How do you want to be treated at work? What makes you feel respected? Examples: clear and kind communication, fair and on-time pay, safe conditions, and respecting a worker's time and boundaries.
2. **“Timeline Together”** Create a short timeline showing important moments in the history of domestic work and labor rights. Use sticky notes or draw on a poster.
  - Prompt: Why were domestic workers left out of many labor laws in the past? Think about how racism, sexism, and classism played a role and how that still affects workers today.
3. **“Label It Right”** Work in small groups to match terms and definitions: Employee, Independent Contractor, Misclassification, Minimum Wage, Paid Sick Leave, etc.
  - Prompt: What's the difference between an employee and an independent contractor?
  - Tip: Employees have legal rights like breaks, paid sick leave, and minimum wage.
    - Getting misclassified can mean losing those rights.
4. **Role Play: “Let's Talk Breaks”** Pair up and practice a respectful conversation about taking a rest break during a job in someone's home. One person plays the worker, the other the hiring entity.
  - Prompt: What does a fair break look like in someone's home?
    - Everyone deserves time to pause and recharge, even in private homes.
5. **“What Would You Do?”** Imagine a situation where a domestic worker calls out sick and asks to use their Paid Sick and Safe Time (PSST). Think about details like: Who's involved? What's the setting? How does the hiring entity respond at first? Discuss the situation together.
  - What should happen next? How should the hiring entity respond to the request?
  - What are the worker's rights under PSST?
  - What if the hiring entity doesn't know about the PSST law?
  - How can you make sure workers know their rights?
  - What can you do to avoid these misunderstandings in real life?



6. **“Supporting Without Harm”** As a group, list safe ways to help workers if you find out someone’s being treated unfairly. What can you do if someone you know is underpaying workers?
  - Ideas: Listen, offer resources, share contact info for OLS. Don’t stay silent.
7. **“Household Code of Ethics”** Create a shared set of values and practices that outline how households can treat domestic workers with dignity, fairness, and respect; beyond just legal compliance.
  - Set the Scene (5 min): Start with a brief group discussion:
    - What does it feel like when you're truly respected at work?
    - What values do you think should guide how domestic workers are treated?
  - Brainstorm Key Principles (10–15 min): On a whiteboard, large paper, or digital doc, make a group list of values or practices you believe should be part of a Household Code of Ethics.
    - Examples to spark ideas:
      - Open and honest communication
      - Written agreements or clear expectations
      - Paying on time, every time
      - Respect for privacy and personal boundaries
      - A clean, safe, and respectful work environment
      - Acknowledging holidays, birthdays, or life events
      - Clear policies for time off and emergencies
      - Valuing the relationship, not just the transaction
  - Draft the Code (10–15 min): In small groups or as a full team, turn your list into a short, written “Code of Ethics” for hiring households.
    - Make it no longer than 5–7 bullet points
    - Use “We believe...” or “Our household will...” statements for clarity and tone
    - Add a creative title (e.g. “Our Home, Your Workplace: A Commitment to Fairness”)
  - Reflect & Share (10 min): Each group reads their code aloud. Discuss:
    - What did you include and why?
    - How does this go beyond just “checking a box” with legal requirements?
  - Takeaway Prompt: How might you apply or share this code in your own home, community, or workplace? Could this become a tool to educate others or spark change?
  - Optional Steps:
    - Creative Challenge: Turn your code into a visual poster or one-page handout.
    - Social Share: Create a digital version you can share online to raise awareness.
8. **DWO Activity: “Vision Board for the Future”**

What would it look like if all domestic workers were treated with respect and dignity?

  - Think: good pay, contracts, protection from harm, pride in the work, and full recognition of its value.
  - Use markers, magazine cutouts, or words to show your hopes for the future of domestic work.