

This worksheet is part of a curated selection of Diversity, Equity and Inclusion exercises maintained by the UH Center for Diversity and Inclusion. It is intended to provide an engaging, hands-on activity that allows participants to gain a greater understanding of Diversity, Equity and Inclusion topics.

Diversity Activities



Resource Guide

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Section 1

Ice Breakers

Facilitation Guide: Cultural Pursuit

Introduce the activity to participants.

This activity is designed to challenge the participants' knowledge of different cultural information.

- ❑ Pass out the questionnaire to all the participants.
- ❑ Have the participants move around the room trying to find people within the group who know the answer to the questions.
- ❑ As the participants find answers to the questions they should have that person initial their sheet.
- ❑ Participants are only allowed answer one question themselves.
- ❑ Set a time limit for the participants to find answers.

- ❑ Process the activity after word.

Guided Questions:

- ✓ What did you think about this activity?
- ✓ How did you feel when you knew the answer?
- ✓ How did you feel when you didn't know the answer?
- ✓ Did any of the answers surprise you? Why or why not?
- ✓ How does this activity and/or knowledge apply to your role as a GHD?

Facilitators Notes

CULTURAL PURSUIT

1. Which population does the U.S. Census Bureau predict will become the U.S.'s largest minority group by the year 2050? _____	2. Who is currently the president of the National Association for the Advancement of Colored People (NAACP)? _____	3. Which Jewish man survived Nazi concentration camps to go on and become a world-renowned author and identifier of Nazi War criminals? _____	4. Native American Heritage Month is celebrated in: _____	5. The number 77 seen on some baseball shirts (worn by regular people, not ball players) reflects (A) The number of guiding principles for the Nation of Islam, (B) The former area code of Puerto Rico, or (C) The number retired by baseball great Jackie Robinson. _____
6. What historical symbol continues to cause a great deal of controversy in South Carolina? _____	7. Which famous female was an integral part of the Underground Railroad that helped hundreds of slaves escape to freedom during Civil War times: (A) Harriet Tubman (B) Mary McLeod Bethune (C) Amelia Earhart (D) Elizabeth Cady Stanton _____	8. True or False: Both the American Psychiatric Association and the American Psychological Association once professed the idea that homosexuality is a mental illness. _____	9. Hate crimes target groups for these reasons (put them in order—one for most targeted and five for least targeted): _____ Disabilities _____ Race _____ Religion _____ Sexual Orientation _____ Ethnicity/National Origin. _____	10. Who was the first female head of government to be democratically elected in a Muslim country? _____
11. Name three celebrities who are multiracial. ____ 1. _____ ____ 2. _____ ____ 3. _____	12. True or False: 2000 was the second time that the U.S. Census Bureau has allowed multiracial people to check as many boxes as apply, regarding race on their forms. _____	13. Asian/Pacific American Heritage Month is celebrated in: _____	14. If the earth's population was shrunk to a village of 100 people, with all the existing ratios still in place, what number of those 100 people would have a college education? _____	15. The day that Mexicans and Mexican Americans celebrate the triumph of Mexican forces over the French in 1862 is: _____
16. This man led China's 1911 revolution, overthrowing the Ch'ing Dynasty, which has ruled since 1644. He was also the founder of the Republic of China. Who was he? _____	17. The pink triangle symbol associated with homosexuality originated in (A) Austria (B) San Francisco (C) Germany (D) Greenwich Village _____	18. Which religion is practiced throughout Central and Southeast Asia, China, Japan, Korea and some places the West? _____	19. Who is the President of The Caribbean Community and Common Market (CARICOM)? _____	20. The head of state in South Africa is: _____
21. True or False: Langston Hughes was a prominent African American singer during the Harlem Renaissance period in the 1920's. _____	22. Which annual event features over 20 participatory events for children and adults with cognitive disabilities? _____	23. This Shoshone woman served as Lewis and Clark's chief interpreter on their journey through the Louisiana Territory to the Pacific Coast. _____	24. Who was the founder and first president of the Mormon Church? _____	25. How much money does a family of four have to earn to be considered "above the poverty line"? _____

CULTURAL PURSUIT ANSWERS

1. The Hispanic population is predicted to rise from 12 percent in 1999 to 24 percent in 2050.
2. Dennis Courtland Hayes is the Interim President of NAACP. Kweisi Mfume (pronounced Kwah-EE-see Oom-FOO-may) resigned this position in November 2004 and had been in this position since 1996.
3. Simon Wiesenthal, author of books such as *The Sunflower: On the Possibilities and Limits of Forgiveness* and *Justice Not Vengeance*.
4. November.
5. **(B)** The former area code of Puerto Rico is worn as a symbol of cultural pride.
6. The confederate flag, specifically that it was being flown on top of the state capital building. On July 1, 2000, it was moved from flying on top of the capital building to a monument on the state capital grounds.
7. **(A)** Harriet Tubman ("Moses") escaped slavery at the age of 25 and helped over 300 other slaves escape through the Underground Railroad.
8. True.
9. According to statistics provided by the Human Rights Campaign, Race was #1 with 58.5%, Religion was #2 with 17.2% Sexual Orientation was #3 with 13.7%, Ethnicity/National Origin was #4 with 10.4% and Disabilities were #5 with .15%
10. Benazir Bhutto was elected Prime Minister of Pakistan in 1988. She served as Prime Minister twice; once between 1988-1990 and again between 1993-1996.
11. Tiger Woods is Black, Native American, Asian and Caucasian. "Today" reporter Ann Curry is Asian and Caucasian. Singer Mariah Carey is Black, Venezuelan and Caucasian. Actress Halle Berry is Black and Caucasian. Actor Benjamin Bratt is Peruvian Indian and Caucasian. Actor Keanu Reeves is Caucasian, Asian and Hawaiian. Other multiracial celebrities mentioned recently are: Vin Diesel; The Rock and Derek Jeter
12. False. This is the first year that this reporting structure has been used by the Census Bureau.
13. May
14. 1
15. Cinco de Mayo.
16. Sun Yatsen.
17. (c) Germany. The pink triangle was used to identify homosexual people in concentration camps.
18. Buddhism.
19. P.J. Patterson – current Prime Minister of Jamaica. The Caribbean Community and Common Market (CARICOM) has concentrated on the promotion of the integration of the economies of Caribbean Member States, coordinating the foreign policies of the independent Member States and in Functional Cooperation, especially in relation to various areas of social and human endeavor.
20. President Thabo Mbeki – He succeeded South Africa's first black president Nelson Mandela in 1999.
21. False. Langston Hughes was a famous writer of poetry, history, fiction, drama and essays during this time.
22. The Special Olympics, first held in 1968.
23. Sacajawea.
24. Joseph Smith.
25. \$19,157 is the amount that the US government uses

DIVERSITY BINGO

An Aunt	On a diet	Non-smoker	Member of a sorority	Knows words to the UF Fight Song
Has recently eaten at an “ethnic” restaurant	Catholic	Member of an academic club or organization	Has lived on a farm	Thinks cold pizza is great for breakfast
Is a vegetarian	Has three or more siblings	FREE	Has visited another college within the last six months	Member of a fraternity
Has lived in more than three states	Has visited another country	Celebrates Kwanza	Born outside Florida	Knows what Yom Kippur is
Has worked at a place where uniforms are required	Speaks more than one language	An Uncle	Has relatives living in another country	Is an only child

“How Comfortable Am I?”

Please take some time to rate (indicate by a circle) the following statements on a scale of 1-4, with 1 being not comfortable at all to 4 being completely comfortable.

	Not Comfortable at all	Uneasy	Fairly Comfortable	Completely Comfortable
1. You visit your grandparent at an assisted-living community.	1	2	3	4
2. A friend invites you to go to a gay bar.	1	2	3	4
3. You go to the gay bar and a person of the same sex asks you to dance.	1	2	3	4
4. A homeless man approaches you and asks for change.	1	2	3	4
5. Your new roommate is Palestinian and Muslim.	1	2	3	4
6. A fellow RA is paraplegic.	1	2	3	4
7. A group of young Black men are walking toward you on the street.	1	2	3	4
8. Your history instructor speaks with a pronounced Vietnamese accent.	1	2	3	4
9. Your assigned lab partner is a Fundamental Christian.	1	2	3	4
10. Your new roommate is Jewish.	1	2	3	4
11. Your sister invites her new boyfriend home to dinner. He is a female-to-male transsexual.	1	2	3	4
12. You arrive at church to discover your new pastor is a woman.	1	2	3	4
13. Your dentist is HIV positive.	1	2	3	4
14. Your women studies instructor is a Muslim woman who wears a headscarf and full length robe.	1	2	3	4
15. The young man sitting next to you on the airplane is Arab.	1	2	3	4
16. Your new suitemates are Mexican.	1	2	3	4
17. Your assigned partner for a project in Statistics has a learning disability.	1	2	3	4
18. Your new roommate is gay.	1	2	3	4
19. The woman sitting next to you on a plane weighs 250 lbs.	1	2	3	4
20. Your new supervisor is Iranian.	1	2	3	4
21. Your math tutor is a 62 year old woman.	1	2	3	4

	Not Comfortable at all	Uneasy	Fairly Comfortable	Completely Comfortable
22. Your two next door neighbors in your hall are lesbian/gay.	1	2	3	4
23. Your mother “comes out” to you.	1	2	3	4
24. Your Lakota roommate practices traditional forms of Native American spirituality.	1	2	3	4
25. Your brother’s new girlfriend is a single mother on welfare.	1	2	3	4
26. Your family buys a home in a predominantly Black neighborhood.	1	2	3	4
27. A child in the class in which you are student teaching is HIV positive.	1	2	3	4
28. You discover that the cute young man/woman that you are attracted to is actually a woman/man.	1	2	3	4
29. Your sister becomes a Buddhist.	1	2	3	4
30. You discover your teenage brother kissing a male friend.	1	2	3	4
31. Your Black roommate gets a full-tuition minority scholarship.	1	2	3	4
32. The two other students in your Accounting project group are animal rights activists.	1	2	3	4
33. Your new roommate has been in prison.	1	2	3	4
34. The AG president in your area/hall is putting herself through school by exotic dancing.	1	2	3	4
35. A Thai immigrant student invites you to dinner with her family.	1	2	3	4
36. One of your group presentation members has a speech impediment.	1	2	3	4
37. A Native American student invites you to attend a Pow-wow with him.	1	2	3	4
38. Your Graduate Hall Director is visually impaired.	1	2	3	4
39. Your residence hall floor is doing community service at a homeless shelter.	1	2	3	4
40. One of your residents gets called to active military duty in the Middle East.	1	2	3	4
41. You are asked to prepare a presentation on Diversity for your community.	1	2	3	4

Perceptions

Directions: Write in the name of your classmate who you perceive has participated or would participate in the statement below. You cannot choose yourself and try to use everyone's name at least once.

1. Changes their car oil. _____
2. Been to a Broadway Play. _____
3. Likes classical music. _____
4. Has bungee jumped. _____
5. Played a varsity sport in high school. _____
6. Was a boy/girl scout. _____
7. Is a good cook. _____
8. Likes to do Yoga _____
9. Is an avid reader outside of class. _____
10. Was considered very popular in high school. _____
11. Has been in a mosh pit. _____
12. Likes to bowl. _____
13. Would like to have a large family _____
14. Likes to go to casinos _____
15. Enjoys art museums. _____
16. Watches the Discovery or Learning channel. _____
17. Can see singing in the rain. _____
18. Had ballet lessons. _____
19. Could see joining a Greek organization _____
20. Goes to bible study _____
21. Likes Dr. Dre/DMX/Wu-tang Clan _____
22. Is probably from a wealthy family _____
23. Has traveled internationally _____
24. Can play the piano _____
25. Likes to go hiking. _____
26. Knows a lot about fishing. _____
27. Follows horoscopes. _____
28. Likes techno music _____
29. Could see being a politician. _____
30. Likes to be in the limelight. _____
31. Knows what a Bar/Bat Mitzvah is _____
32. Has seen a rated X movie _____
33. Recycles _____
34. Is in the Honors program _____

Whom to Leave Behind

Instructions: The twelve persons listed below have been selected as passengers on a space ship for a flight to another planet because tomorrow the planet Earth is doomed for destruction. Due to changes in space limitations, it has now been determined that only eight persons may go. Any eight qualify.

Your task is to select the Eight (8) passengers who will make the trip. On your own, take approximately 5 minutes and rank order of the passengers from one to twelve based on those who you feel are most deserving to make the trip with one being most deserving and twelve being least deserving. Next, the entire group will come together and decides as a group the eight (8) passengers who will make the trip. PLEASE NOTE: When you make your decision as a group EVERYONE must agree on the final eight passengers and come to a consensus. You are NOT allowed to vote or take a 'majority rules' decision.

Original passenger list:

_____ an accountant with a substance abuse problem

_____ a militant African-American medical student

_____ a 33 year old female Native American manager who does not speak English

_____ the accountant's pregnant wife

_____ a famous novelist with a physical disability

_____ a 21-year old, female, Muslim international student

_____ a Hispanic clergyman who is against homosexuality

_____ a female movie star who was recently the victim of a sexual assault

_____ a racist armed police officer who has been accused of using excessive force

_____ a homosexual male, professional athlete

_____ an Asian, orphaned 12-year old boy

_____ 60-year old Jewish university administrator

Section 2

Self Awareness

Activities

Are You What You Eat?

15-20 minutes

Purpose:

To introduce participants using their favorite ethnic food

Equipment and Materials:

None

Procedures:

1. Pair participants and tell them that their responsibility is to interview each other about their experiences with ethnic food. Tell them to find out their partner's favorite ethnic food, how often they eat it, and whether it is part of their family's heritage or cultural tradition or was it introduced through social or workplace contacts.
2. Reconvene the group. Ask each person to stand and briefly introduce their partner, beginning with the person's name and then summarizing what was discovered in the interview. Tell them they do not have to limit their report to only food topics discussed during the interview.

Debrief:

As a group, discuss the connection between food and culture and ask for specific examples in everyday life.

Explore food and culture as they relate to the workplace (social gatherings, parties, formal meetings etc.). For example, do the participants realize that certain religious groups do not eat pork?

Discuss whether the types of food found in the workplace have been affected by increase in the diversity of the working population?

Circles of My Multicultural Self

This activity requires 20-30 minutes.

Purpose:

The Circles activity engages participants in a process of identifying what they consider to be the most important dimensions of their own identity. Stereotypes are examined as participants share stories about when they were proud to be part of a particular group and when it was especially hurtful to be associated with a particular group.

Preparation:

Distribute copies of the [Circles handout](#).

Instructions:

Ask participants to pair up with somebody they do not know very well. Invite them to introduce each other, then follow these steps:

1. Ask participants to write their names in the center circle. They should then fill in each satellite circle with a dimension of their identity they consider to be among the most important in defining themselves. Give them several examples of dimensions that might fit into the satellite circles: female, athlete, Jewish, brother, educator, Asian American, middle class, etc.
2. In their pairs, have participants share two stories with each other. First, they should share stories about when they felt especially proud to be associated with one of the identifiers they selected. Next, they should share a story about a time it was particularly painful to be associated with one of the identity dimensions they chose.
3. The third step will be for participants to share a stereotype they have heard about one dimension of their identity that fails to describe them accurately. Ask them to complete the sentence at the bottom of the handout by filling in the blanks: "I am (a/ an) _____ but I am NOT (a/ an) _____." Provide your own example, such as "I am a Christian, but I am NOT a radical right Republican." Instructions for steps 1, 2, and 3 should be given at once. Allow 8-10 minutes for participants to complete all three steps, but remind them with 2 minutes remaining that they must fill in the stereotype sentence.
4. Probe the group for reactions to each other's stories. Ask whether anyone heard a story she or he would like to share with the group. (Make sure the person who originally told the story has granted permission to share it with the entire group.)

5. Advise participants that the next step will involve individuals standing up and reading their stereotype statement. You can either simply go around the room in some order or have people randomly stand up and read their statements. Make sure that participants are respectful and listening actively for this step, as individuals are making themselves vulnerable by participating. Start by reading your own statement. This part of the activity can be extremely powerful if you introduce it energetically. It may take a few moments to start the flow of sharing; so allow for silent moments.
6. Several questions can be used to process this activity:
 1. How do the dimensions of your identity that you chose as important differ from the dimensions other people use to make judgments about you?
 2. Did anybody hear somebody challenge a stereotype that you once bought into? If so, what?
 3. How did it feel to be able to stand up and challenge your stereotype?
 4. (There is usually some laughter when somebody shares common stereotype such as "I may be Arab, but I am not a terrorist" or "I may be a teacher, but I do have a social life.") I heard several moments of laughter. What was that about?
 5. Where do stereotypes come from?
 6. How can we eliminate them?

Facilitator Notes:

The key to this activity is the process of examining one's own identity and the stereotypes associated with that identity, then having one's own stereotypes challenged through others' stories and stereotype challenges. Encourage participants to think about the stereotypes they apply to people and to make a conscious effort to think more deeply about them, eventually eliminating them.

As with most activities, it can be especially effective if you participate while you facilitate. If you are willing to share your own experiences, participants are more likely to feel open to share their own.

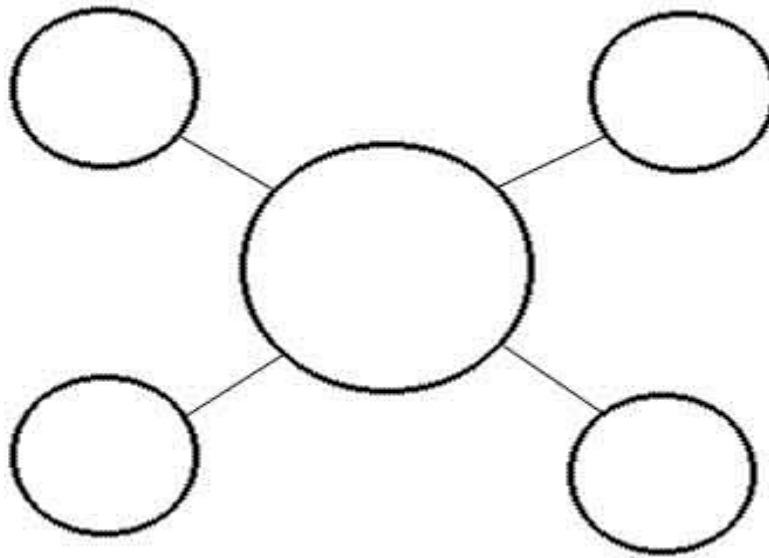
It is crucial, especially for the final part of the activity when participants are sharing their stereotypes, to allow for silences. People will be hesitant to share initially, but once the ball starts rolling, the activity carries a lot of energy. Allow time at the end for participants to talk more about whatever stereotype they shared.

After everyone has shared their stereotype challenge, announce that anyone who would like to share another one can do so. Model by sharing another one about yourself.

Circles of My Multicultural Self

This activity highlights the multiple dimensions of our identities. It addresses the importance of individuals self-defining their identities and challenging stereotypes.

Place your name in the center circle of the structure below. Write an important aspect of your identity in each of the satellite circles -- an identifier or descriptor that you feel is important in defining you. This can include anything: Asian American, female, mother, athlete, educator, Taoist, scientist, or any descriptor with which you identify.



1. Share a story about a time you were especially proud to identify yourself with one of the descriptors you used above.
2. Share a story about a time it was especially painful to be identified with one of your identifiers or descriptors.
3. Name a stereotype associated with one of the groups with which you identify that is not consistent with who you are. Fill in the following sentence:

I am (a/an) _____ but I am NOT (a/an)_____.

(So if one of my identifiers was "Christian," and I thought a stereotype was that all Christians are radical right Republicans, my sentence would be:

I am a Christian, but I am NOT a radical right Republican.

Class and Poverty Awareness Quiz

(Are you being misled?)

By Paul C. Gorski (gorski@edchange.org)
for EdChange and the Multicultural Pavilion
<http://www.mhhe.com/multicultural>

Please circle the correct answer for each question. We will discuss the answers when everyone has completed the quiz.

1. In 1978 corporate CEOs in the United States earned, on average, 35 times more than the average worker. Today, they earn ___ times more than the average worker.

- a. 35
- b. 150
- c. 240
- d. 300

2. The majority of poor people in the U.S. live in

- a. urban areas
- b. rural areas
- c. suburban areas

3. According to the Bureau of Labor Statistics, approximately 33% of the U.S. workforce was unionized in 1962. What percentage is unionized today?

- a. 85.6%
- b. 50.8%
- c. 27.1%
- d. 12.5%

4. Which of the following variables most closely predicts how high someone will score on the SAT test?

- a. Race
- b. Region of residence
- c. Family income
- d. Parents' academic achievement

5. How many children around the world die each day from hunger-related causes?

- a. 160,000
- b. 16,000
- c. 1,600
- d. 160

6. The U.S. military budget is by far the highest of any country in the world. By 2003, the U.S. military budget was roughly equal to that of:

- a. the next 5 countries combined
- b. the next 10 countries combined
- c. the next 15 countries combined
- d. the next 20 countries combined

7. What percentage of people around the world lives on less than \$750 per year?

- a. 10%
- b. 33%
- c. 50%
- d. 75%

8. According to UNICEF, the wealth of the three richest people in the world is roughly equal to the Gross Domestic Product of:
- a. the 5 poorest countries
 - b. the 18 poorest countries
 - c. the 48 poorest countries
 - d. the 308 poorest countries
9. How many people in the U.S. live in poverty according to the U.S. Census Bureau?
- a. 1 million
 - b. 12 million
 - c. 37 million
 - d. 120 million
10. According to the U.S. Census Bureau, how much more likely are African American and Latino mortgage applicants to be turned down for a loan, even after controlling for employment, financial, and neighborhood factors?
- a. 15%
 - b. 30%
 - c. 45%
 - d. 60%
11. According to a Catalyst study, what percentage of Fortune 500 CEOs are women?
- a. 50%
 - b. 22.4%
 - c. 8.3%
 - d. 1.2%
12. According to the U.S. Census Bureau, how many millionaires are there in the U.S.?
- a. roughly 3,500,000
 - b. roughly 1,000,000
 - c. roughly 500,000
 - d. roughly 150,000
13. Which of the following statements is consistent with research on poverty and education in the U.S.?
- a. Economically disadvantaged people do not value education as much as people of economic means.
 - b. Wealthy students who attend high-poverty schools perform worse than poor students who attend low-poverty schools.
 - c. Illicit drugs are more prevalent at high-poverty schools than low-poverty schools.
14. According to United for a Fair Economy, how much money did the U.S. government spend in 2005 on corporate welfare (economic incentives, often provided to support corporations' expansions into overseas markets)?
- a. \$1,250,000,000
 - b. \$12,500,000,000
 - c. \$125,000,000,000
 - d. \$1,250,000,000,000
15. What percentage of the U.S. Government budget goes to welfare and Social Security?
- a. 25% to welfare and 25% to Social Security
 - b. less than 1% to welfare and 20% to Social Security
 - c. 20% to welfare and 1% to Social Security
 - d. less than 1% to welfare and less than 1% to Social Security

Class and Poverty Awareness Quiz KEY

(Are you being misled?)

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Please circle the correct answer for each question. We will discuss the answers when everyone has completed the quiz.

1. In 1978 corporate CEOs in the United States earned, on average, 35 times more than the average worker. Today, they earn ___ times more than the average worker.¹

d. 300**

2. The majority of poor people in the U.S. live in

b. rural areas**

3. According to the Bureau of Labor Statistics, approximately 33% of the U.S. workforce was unionized in 1962. What percentage is unionized today?

d. 12.5%**

4. Which of the following variables most closely predicts how high someone will score on the SAT test?

c. Family income**

5. How many children around the world die each day from hunger-related causes?

b. 16,000**

6. The U.S. military budget is by far the highest of any country in the world. By 2003, the U.S. military budget was roughly equal to that of:

d. the next 20 countries combined**

7. What percentage of people around the world lives on less than \$750 per year?

c. 50%**

8. According to UNICEF, the wealth of the three richest people in the world is roughly equal to the Gross Domestic Product of:

c. the 48 poorest countries**

9. How many people in the U.S. live in poverty according to the U.S. Census Bureau?

c. 37 million**

10. According to the U.S. Census Bureau, how much more likely are African American and Latino mortgage applicants to be turned down for a loan, even after controlling for employment, financial, and neighborhood factors?

d. 60%**

11. According to a Catalyst study, what percentage of Fortune 500 CEOs are women?

d. 1.2%**

12. According to the U.S. Census Bureau, how many millionaires are there in the U.S.?

a. roughly 3,500,000**

13. Which of the following statements is consistent with research on poverty and education in the U.S.?

b. Wealthy students who attend high-poverty schools perform worse than poor students who attend low-poverty schools.**

14. According to United for a Fair Economy, how much money did the U.S. government spend in 2005 on corporate welfare (economic incentives, often provided to support corporations' expansions into overseas markets)?

c. \$125,000,000,000**

15. What percentage of the U.S. Government budget goes to welfare and Social Security?

b. less than 1% to welfare and 20% to Social Security**

Connections

20 minutes

Purpose:

To provide a simple introductory activity that helps participants identify commonalities.

Equipment and Materials:

Two identical flipcharts prepared in advance

Procedures:

1. Divide participants into two groups. Ask participants to pair up with someone within their group, preferably someone they don't know well and don't regularly interact with.
2. Instruct the pairs to interview each other to find out things they have in common. Allow five minutes.
3. Ask the pairs to rejoin their group and select a recorder. Give each group one flipchart and explain that the same activity will be going on in the other group.
4. Tell the participants to introduce each other to the group, telling at least one thing they have in common. When the other group members hear something they share, they are to call out the word "connection" and the recorder will connect any two of the dots on that group's flipchart.
5. Reconvene and have the entire group look at both flipcharts and discuss the connections on the flipcharts. For the discussion, the following questions can be used:

How many connections were made?

What did you learn about each other?

What did you learn from this activity?

How does this relate to diversity?

Cultural Identity Worksheet

1. Name three cultural identifiers that you identify with most:

1) _____

2) _____

3) _____

2. From the list of identifiers above, select the one you identify with most:

3. What you like most about the cultural that you listed?

4. List some stereotypes about your culture that do not apply to you

Source: Adapted from Diversity Training Workshop - Janet and Milton Bennett

Getting Started--Respect Activity

This is often the first activity we do with a group. Ask everyone to find someone in the room who they do not know. Instruct them to introduce themselves to that person, and spend five to ten minutes talking about respect. What does it mean for you to show respect, and what does it mean for you to be shown respect? After the allotted time, ask the participants to return to their seats, and open the discussion. What ideas did people come up with?

Common responses include the "Golden Rule," looking somebody in the eyes, being honest, and appreciating somebody's ideas even when you do not agree with them. It is important to mention that respect is a crucial ingredient in any discussion, but especially in a discussion of often-controversial issues regarding multicultural issues. The point is to learn from our differences--to understand each other's understanding. The point is NOT to agree. Another important part of respect is knowing each other's names, and how to pronounce them. Also, respect includes keeping the conversation in the group. This type of community building--and the safety which people feel with it--can make or break an attempt to facilitate discussions on multicultural issues.

This activity touches many bases. First, it starts the crucial path toward building a community of respect. This is the first step in maintaining a constructive exchange regarding issues such as racism, sexism, etc. At the most basic level, participants meet someone they did not know, and exchange ideas with that person. Second, the community is built through an understanding of how the group perceives respect, and how they negotiate its meaning. Third, the similarities and differences in participants' ideas about respect begin to show the first signs of similarities and differences within the group on a larger level

Prejudice

Contributed by Bonnie Knapp, University of Iowa

I have a game that you might be interested in to help people understand their prejudices. You make up index cards that have descriptions of different types of people. It could cover race, religion, disabilities, whatever you come up with. Each person has an index card placed on their back and they don't know what they have been labeled with. Each person has to guess what their label is by the way others act towards them. I think that you could make a more serious activity by having quite a bit of processing afterwards to talk about why others acted towards you in a stereotypical way, and how they need to recognize these stereotypes and prejudices that they knew they had or just recognized with this activity. Good Luck!

Exploring Language: Definitions Activity

For this exercise, participants are asked to find definitions for prejudice, discrimination, racism, sexism, and homophobia. Definitions for each word should come from two sources: the person's opinion and a scholarly source. We often do this exercise in the third session, to begin the discussion of these issues in a bit of a controlled setting. These conversations set the stage for the rest of the activities and the discussion of multicultural issues.

Objectives:

1. To help participants understand the five words and be aware that different definitions exist for each word.
2. To facilitate effective communication between group members.
3. To help participants learn to appreciate the importance of language in discussing multicultural issues, and how the PROCESS of discussing the definitions adds to the understanding of the terms.

Activity Description:

The facilitators should divide the participants into groups of 6-10 to ensure that everyone will have ample chance to speak. Each group's facilitator will begin his/her session by having each person give her/his definitions for "prejudice". The group will then proceed with the rest of the definitions, attempting, if possible to agree on one definition for each word. (Rarely will the group agree on one definition.) All definitions should be discussed. When small groups are done, bring everyone back together for a final discussion.

Facilitator Notes:

(1) Definitions

- Prejudice--an attitude about another person or group of people based on stereotypes
- Discrimination--an action or behavior based on prejudice
- Racism--prejudice or discrimination based on race/ethnicity
- Sexism--prejudice or discrimination based on gender
- Homophobia--fear of homosexual people or homosexuality

(2) An issue that arises regularly is that prejudice and discrimination can be positive. (I am prejudice towards my children/I am a discriminating eater.) It is important to note that when these issues are discussed in to context of cultural diversity, they are generally considered negative.

(3) According to the definitions above, anyone can be racist or sexist. It is vital to bring the issue of **power** into the discussion. For example, a definition of racism might be "prejudice or discrimination based on race, plus the power to enforce it." In that case, in America, only men can be sexist, and only white people can be racist. This perspective has a major impact on people and some respond by insisting that the "other" group can be just as racist as her or his group. Remember you are talking about definitions, and their opinion is based on their definition, which may be based on a lot of other factors. This discussion opens up the channels for discussing those other factors later.

(4) The reason for including "homophobia" instead of "heterosexism" is because it is used more frequently and often as a parallel term to racism and sexism. Obviously, it is not a parallel term, and this needs to be made clear. It is important to note that homophobia rarely appears in

dictionaries. (Many dictionaries fail to include "sexism" as well.) This can lead to other strands of discussion, such as who has power over language, the evolution of language, etc.

(5) Spend a lot of time on power. Many participants will have a hard time understanding it. Talk about individual acts of racism, which may be done by anyone, as opposed to institutional acts of racism, which involve economic, class, and social factors which all add up to power. Some groups in America do not have the political, economic, or social power to be racist on an institutional level. It is important to acknowledge that we all have personal power and how we exercise it is very important. Do we stand up for the right things? Who gets to make the rules and who do those rules benefit (this is a question of institutional power)?

(6) The major point of this activity is to get people talking about these terms and realizing that different people mean different things even though they are using the same words. People must own their own definitions.

(7) Notice how emotional the discussion becomes at times. Previous activities should have set the stage for a respectful forum for this discussion. Revisit respect if necessary.

(8) Mention how, when we don't know the meaning of a word, we go to the dictionary and accept its definition as truth. Challenge people to look up definitions for "black" and "white" and notice the connotations.

(9) These terms have the power to push people's buttons. People do not like to be labeled racist or sexist. Some people will become defensive. This is an indication that they are thinking about the issues.

Helpful Websites:

<http://www.edchange.org/multicultural/activities/activity4.html>

<http://www.nwlink.com/~donclark/leader/leadtrn.html> (you must scroll down to XI. Diversity)

How Diverse is Your Universe?

Materials:

Clear Plastic cups (1 per person)

Colored beads (1 color for each race and enough beads in each color for each person for each question)

Purpose: To visually see the types of people you encounter in your daily life

How to play:

Put beads (by color) in plastic cups in center of circle. Explain the color chart (i.e. purple beads for Hispanic) Give everyone an empty cup. Tell participants that after each question is read they need to pick up a bead for the type of person they come in contact with.

After the questions have been asked, reflect on what people's universe looks like. Is it a good thing? Is it dominated by one group of people? If yes why? How can you change that? Why is it important to work with and live with a variety of people that are different from you?

1. Select a bead that most closely represents your race/ethnicity.
2. Select a bead that most closely represents the race of your significant other.
3. Select a bead that represents the race of your closest friend.
4. The race of the people with whom I worship are predominately...
5. My neighbors (at home) on either side of my house are...
6. My doctor is...
7. My dentist is...
8. My lawyer/attorney is...
9. My boss is...
10. My co-workers are predominately...
11. The people in my social circle are predominately...
12. The author of the last book I read was...
13. In the last good movie I saw, the people were predominately...
14. The people in my favorite TV show are predominately...
15. During the course of a day, the people with whom I come into contact are predominately...
16. The person who I most admire or who has had the greatest impact on my life is...
17. The people in my favorite music group or band are predominately...

Look into your cup and ask yourself: How diverse is my universe?

Lemonheads and Whoppers: Is your everyday life *really* diverse?

Purpose

The purpose of this activity is to begin thinking about your level of interaction with people of different races and ethnicities. Additionally, this activity will create a visual image of how often you interact with people of different races and ethnicities.

Materials Needed

- A clear container
- 15 lemonheads
- 15 whoppers

Each person will have a clear container and lemonheads and whoppers. After each question asked by the facilitator, the participants will answer the questions by placing either a lemonhead or whopper into their container. The lemonheads will represent members of the agent group and whoppers will represent members of the target group. If you are an international student, lemonheads will represent members of your native country and whoppers will represent members of the United States.

Preliminary questions before beginning the activity

Do you interact with people of different races/cultures?

Do you consider yourself an effective interracial/intercultural communicator? If so, why? If not, why not?

Questions the facilitator will ask for the activity

- Who was the last guest invited to your house for dinner?
- Who was the last person you went out with socially?
- Who is your family doctor?
- Who is your family dentist?
- Who makes up the majority of students in the classes you take?
- Who makes up the majority of students in the classes you teach? (If you have not yet taught, the majority of students at the current/last university you attended)
- Who is the professor that is your academic advisor or that you spend the most time with?
- Who is your closest friend?
- Who is your current or previous romantic partner?
- Who is your spiritual leader?
- Who is/was your employer at your current/last job?
- Who makes up the majority of people at your favorite club/local hangout spot?
- Who made up the majority of people in your childhood community?
- Who is your favorite actor/actress?
- Who is your favorite singer/group?

Debriefing

1. Did you ever stop to think of how often you communicate with people outside of your group?
2. Did you consider yourself to be someone who often interacted with others? Do you still?
3. What did your visual representation show you?
4. If you have little to no interaction with people outside of your group, how does that affect your ability to teach in a diverse classroom?
5. If you have little to no exposure to others, do you think you should make an effort to be more involved? If so, how?
6. Other questions or comments?

Mirror Activity

(20 minutes)

Provide each participant the "Mirror, Mirror On the Wall" worksheet and ask them to fill it out. Note the header on the document reads:

- *Keeping in mind that diversity includes (but is not limited to) race, religion, ethnicity, gender, sexual orientation, socioeconomic status, age, physical and mental ability, language, education, occupation, nation of origin, etc., please answer the following questions and be prepare to share all or parts of your answers with someone you don't know if you are comfortable.*
 1. When I look in the mirror each morning I see...
 2. Who are my people? What do they see in the mirror?
 3. If I had to describe myself in four words I would say that I am a: (4 descriptors)
 4. One experience that I have had that helped me to form this description of myself was:
 5. One thing about being a (answers to question above) that makes me feel good or proud is:
- Once everyone has completed their sheet in the Ballroom and then broken into small groups in the assigned break out rooms they should share their answers in groups of 4 or more.
- Next facilitate a large group reflection discussion on this activity before moving into activity 2 & 3.

ACTIVITY ADAPTED FROM:

New York University - Department of Residential Education

Weinstein Diversity & Social Justice Experience - Ryan Sylvester, Community Development

Educator (CDE) for Weinstein

<http://homepages.nyu.edu/~rs156/Weinstein/diversityfiles.htm>

Mirror, Mirror On the Wall

1. When I look in the mirror each morning I see...

2. Who are my people? What do we see in the mirror?

Keeping in mind that diversity includes (but is not limited to) race, religion, ethnicity, gender, sexual orientation, socioeconomic status, age, physical and mental ability, language, education, occupation, nation of origin, etc., please answer the following questions and be prepared to share all or parts of your answers with someone you don't know if you are comfortable.

3. If I had to describe myself in four words I would say that I am a:

_____	_____
_____	_____

4. One experience that I have had that helped me to form this description of myself was:

5. One thing about being a

_____	_____
_____	_____

that makes me feel good or proud is:

My Personality Tree

- roots = their life influences and beliefs
- trunk = life structure and particularly aspects that are quite firm and fixed
- branches = relationships and connections, directions, interests, how they spend time
- leaves = information and knowledge - and sources thereof
- buds = their ideas and hopes for the future, and their potential
- fruit = their achievements
- flowers = what makes them special, their strengths
- thorns = challenges, threats and difficulties

Section 3

Stereotyping & Unpacking the 'isms

Activities

Speed Hating: A Date with Discrimination

This program was created by the Multicultural Affairs cabinet of the University of Florida Student Government.

Card Prompts

Included in the packet are the skit situations that can be used. There are fifteen skits and are ranked 1-3 based on the severity of the situation it portrays. When you actually make the cards out of them they should be numbered 1-15 so students have them in order to write a reaction on the sheet of paper they are given. This sheet can then be used in the end group discussion so individuals can share their thoughts and feelings on what they just said and experienced.

Suggested Schedule

½ hour prior	- Set up
Start time	- Doors Open
10 minutes	- Mingle and sit down in audience
15 minutes	- Skit
	- Welcome
	- Introduction/Disclaimer
5 minutes	- Sit everyone down at tables
40 minutes	- Begin Speed Hating
	*30-45 seconds to read cards (SKIM)
	*1 min to act out (ACT)
	* Move to next table (NEXT)
20 minutes	- Facilitator Debriefing

Opening Skits

These skits can be used to set the tone of the program, you can have fellow officers or facilitators act these out prior to the actual speed hating.

Skits:

Last week I was called a Chink. Are you serious? I'm a 19 year old educated man. This is supposed to be a world of equality.

She was my friend and she was serious when she said, "Vanessa got into UF because she's black." NO. I got into UF because I ripped the SATs and had a 4.5- do NOT undermine my achievements with your ignorance.

When I was younger, I got made fun of because my family didn't have money. Kids made fun of me because I didn't have the latest Nikes. Because my family was poor. Did it affect me? What do you think?

A Coconut?! An Oreo?!

Just because I speak proper English or act a certain way doesn't give you the right to just call me anything! You don't know anything about who I am or where I came from!

Who are you to define my blackness?

You know what I hate the most? That when people find out that I'm gay...that's all they see.

Opening Statement

You should use this statement or a variation of it to inform the attendees that it is a safe environment. It is imperative to make people feel safe so the program is a success.

I want to welcome all you to a diversity all in its own category here at _____. On behalf of the University of Florida, I applaud you for taking this step in learning more about what still goes on today in our world. I hope that when you leave today, you will say to yourself "I never knew" or "I'm glad I could share." The title of today's event is "Speed Hating: A Blind Date with Discrimination". And as implied, we have set up in the room in a speed dating type of game. At each location, there are two queue cards where you and your opposite will read and act out the roles of different types of discrimination. Afterwards, we will come back together and share our experiences of seeing discrimination through another person's eyes. We will take the built up, negative emotions, and see how we can foster a positive change in our lives. The scenarios that you will be acting out tonight are true life stories that yourself or people closest to you have experienced first hand. Know that this is a safe environment in which you can trust the people around you. Feel free to express yourself with energy, gestures, facials, and/or ad libs if you feel that they will help heighten your experience and make you feel more comfortable in your role. Please...be as real, as honest, and as open minded as possible. I challenge you to step out of your safety zone, and experience what still goes on today.

Name: Heather Johansson

Sex: Female

Age: 25

Ethnicity: White

Setting: Accounting Firm

Heather is a recent graduate from the University of Florida where she graduated at the top of her class from the Warrington College of Business. She is applying for a high profile, high paying position within the company, which is usually dominated by males. She is being interviewed by the company's chief of staff.

2. I'm here to apply for the new accounting position in your company.
4. I can assure you sir that my credentials are in line and that I am highly qualified. I graduated top of my class and have interned for companies such as Meryl Lynch and Price- Waterhouse, all in New York City.
6. I'm sorry, I don't mean to be rude...I'm getting this feeling that you won't think I'll do a good job because I'm a woman. Is that true?
8. Don't even bother. This is the 21st century for crying out loud!!!! I'm sorry to say this YOU'RE not gonna get anywhere with your mentality.

Name: Robert Kensington

Sex: Male

Age: 55

Ethnicity: White

Setting: Accounting Firm

Robert is the CEO of a prominent accounting firm in the city. He is interviewing 5 applicants today for a high paying, high profile position in the company. Even though there are very qualified women amongst the group, he is set in choosing a male for this spot.

1. Hello there Miss, what brings you here today?
 3. I see...well I hope you know that it's gonna be very competitive. I have 4 others applying for you job with "**excellent**" credentials.
 5. Indeed, that is impressive. But you have to realize that this isn't school or an intern position anymore. This is a "**dominated**" field where only the "**the strong survive**". I need a MAN.... I mean "person" who can handle the workload, and the responsibility necessary to make our company succeed.
 7. Listen **sweetheart**. Like I said, I need someone who can take us to the top. Frankly, I don't know if I see that in you. But, I'll tell you what I'll do. I'll put your resume with the others and take a look at it later when I have more time.
-

Name: Henry Greenburg
Sex: Male
Age: 48
Ethnicity: White
Setting: University of Florida Admissions Office

Henry is a concerned father who decides to visit the admissions office after his son was denied from UF. As he waits, a young, black male student comes up to the office also and waits for help. There they get into an unexpected discussion.

1. Is this where I can meet with the admissions officer?
3. Why do you need to see the admissions officer? Did you not get into UF?
5. Oh yeah? Figures that they would let YOU PEOPLE IN and not my son. They love admitting black people. I bet you got a full ride too, huh?
7. You people DON'T deserve to be in college. Especially because you're the reason why my son couldn't get in.
9. You don't deserve to be here. I'm sure they're just filling a quota.

.

Name: Jamel Johnson
Sex: Male
Age: 19
Ethnicity: Black
Setting: University of Florida Admissions Office

Jamel is at the admissions office waiting to see his admissions advisor about his scholarships. As he waits, he comes into a confrontation with an irritated white father who is angry about his son's rejection letter to the University of Florida.

2. Yeah. I'm waiting to see an admissions officer also myself.
4. Actually I'm a student right now in my second year.
6. I did get a full ride here..but what are you trying to say? Did I just hear you correctly? You people? Are you saying I got in because I am BLACK?
8. How about I graduated at the top of my class and had great test scores. Sure I might be the first in my family to go to college but I worked hard to get here. You think I do not deserve to be here?
10. So you're saying its my fault. Man your stupid. I'm done talking to you.

Name: Chelsea Goldstein

Sex: Female

Age: 34

Setting: Chili's

Chelsea and her husband, Jonathan, are finishing up a meal at Chili's. They get the check back when they realize the waiter left their order form. At the top, where the table number should be, it reads "Jew Couple." Chelsea is really taken back and is waiting to for an explanation from Andre, the waiter.

1. You left this by accident (indicating the order form). What table number are we again?
3. Just a way of identifying people? What the hell do you think this is? So because we look Jewish you can't write a table number down?
5. Maybe I'd tip better if you weren't such a shitty waiter- what makes you think I wouldn't tip you well if you had treated us better? They shouldn't hire waiters this young, you don't know anything about getting tips.
7. No because you're young **AND** ignorant. You haven't learned anything yet.

Name: Andre Smith

Sex: Male

Age: 18

Setting: Chili's

Chelsea and her husband, Jonathan, are finishing up a meal at Chili's. They get the check back when they realize the waitress left their order form. At the top, where the table number should be, it reads "Jew Couple." Chelsea is really taken aback. Andre, the waiter, is walking back to the table.

2. It's just a way of identifying people. Is there a problem?
 4. Look, lady, just give me the check. You probably didn't tip me well anyway. I'd appreciate it if you'd keep it moving so I can get better paying customers in here.
 6. Are you serious? You people are so cheap- it doesn't matter what I do. You walk in here with your Luis Vuitton bag, you probably have tons of money, and you won't tip me anything. And why, because I'm young??
-

Name: Xiu “Sue” Chen

Sex: Female

Age: 49

Ethnicity: Japanese

Setting: Burger King

Sue is in a rush to drop her 4 year-old son Michael off at his soccer game. However they decide to stop at Burger King since the both of them haven't eaten. They still need make a stop at the bank, pick up refreshments from Publix, and then pick up some of the other players.

1. Sue: We would like 2 whopper value meals, no tomatoes, no pickles, no cheese, and light on the mayonnaise. Did you get that?

3. Sue: No, I said no tomatoes, not no onions.

5. Sue: Of course it'll be a minute, this always happens when I'm in a rush, first you mess up the order now this. They shouldn't hire people this young- let me guess, it's your first day.

7. Sue: What is the problem? Is there anyone ELSE who could fix this situation, someone with a little more experience perhaps? We're in a rush.

9. Sue: No I don't have any cash on me. Are you sure there isn't someone else a little older who can help. I mean sometimes you just push a wrong button or something.

11. Sue: I'm just saying my 4 year-old son here sometimes mixes up his shapes and it's easy to push the wrong color button sometimes. I thought people your age could actually see, evidently not.

Name: Jerald Jackson

Sex: Male

Age: 19

Ethnicity: African American

Setting: Burger King

Jerald is 19 years-old and has recently been promoted to Assistant Manager at the local Burger King. He has worked at Burger King for two years and has the complete faith of the manager to run the restaurant by himself since he knows how everything works.

2. Jerald: Yes I did, you wanted 2 whopper value meals with no onions, no pickles, no cheese, and light on the mayonnaise. Is that all for you?

4. Jerald: Oh sorry about that. Let me correct that now.... Your total is \$10.89..... I'm sorry, something is acting up, it'll just be one minute.

6. Jerald: Actually, I've been here for two years and it'll just take one minute to see what is acting up.

8. Jerald: Well I'm the Assistant Manager- it seems that our credit card satellite is down. Is there any other way you can pay.

10. Jerald: Ma'am I'm sure of what I pressed and my age has nothing to do with this situation. I told you the satellite is down, there is nothing I can do.

Name: Mary Rogers
Sex: Female
Age: 25
Ethnicity: White
Setting: Orlando International Airport

Mary is an airport security employee with TSA (Transportation Security Administration). She has had a long day at work when a suspicious Indian male walks up. She decides to do an extensive terrorist inspection.

1. Step over here and follow me.
3. Yes you! Who else am I looking at “Mr. Patel”.
5. Yeah, whatever. Take off your watch, belt, and anything on you that’s metallic.
7. I’m sorry sir, but we can’t be too careful nowadays with “*terrorists*” running around.
9. You know...your type of people.
11. Whatever...all of you look alike.
13. No..... we’re trained to pull anyone suspicious aside.

Name: Akash Shah
Sex: Male
Age: 39
Ethnicity: Indian
Setting: Orlando International Airport

Akash is waiting in line through the airport and is directed toward the high risk securities check. He is approached by a Hispanic female TSA (Transportation Security Administration) worker. As soon as Akash steps up though, the lady rolls her eyes and gives him attitude.

2. Me?
 4. Mr. Patel!!!!????!! That’s not my last name. You do know that Patel is like Smith in English culture right?
 6. Now what do you want me to do ma’am? I’m kinda running late for my plane.
 8. Terrorists running around?
 10. My type!!!!????!!!! I’m Indian!!!! You’re right, that **MUST** make me a terrorist.
 12. So did you just pull me aside because you think I “*look*” like a threat?
-

Name: Sara Brown

Sex: Female

Age: 26

Social Status/Ethnicity: Lower class, white, “from the deep south”

Setting: Kash and Karry

2: Yes?

4: I think it’s over by the yellow rice. I’m sure you know right where that is.

6: Well, I just thought it would be easier for you to find the cake mix if it was in an area you were familiar with, you know, next to the flan mix too.

8: What makes you think I eat beef jerky and pork rinds?

10: What was that?! Redneck!? Did you just call me a redneck!? You think you’re better than me?

12: Yeah, look at you, you’re so stuck up and arrogant. We all know where you got your money from though. I wonder what you do for a living.

Name: Christopher Cabrera

Sex: Male

Age: 22

Social Status/Ethnicity: Middle Class, Puerto Rican

Setting: Kash and Karry

Christopher is in the grocery store and is looking for cake mix. He can’t find it so he runs into Sara, who is an employee in the store. Christopher asks Sara for help in finding the mix but during their encounter, their stereotypical ideas of cultural norms become evident.

1: Excuse me, miss?

3: I’m looking for the cake mix, do you know where it is?

5: What do you mean by that?

7: You know what, nevermind! Next time, if I need to know where the beef jerky or pork rinds are, I know where to go.

9: Well look you, it just fits, (mumbles under breath: something for the rednecks)

11: Well.....I mean, look at me and look at you.

Name: Jeff
Sex: Male
Age: 29
Ethnicity: Black
Setting: Apartment Complex Office
Sexual Orientation: Heterosexual

Jeff is a salesman at Treewoods Apartment Complex. It's the end of the month and he's trying to get a few more sales in. Song-Ki walks in, frustrated.

1. Alright, everything looks good and in order. We just have one more set of papers to sign and we'll be done.
3. I'm sure. Really quickly, on this line, I need you to write the names of anyone else who'll be living in the apartment with you.
5. Yes, but the person needs to be present to be added to the lease.
7. Oh- if it's a roommate, then you can send in a check but leave the lease under your name.
9. Partner as in friend or partner as in significant other?
11. (Negative attitude change) Ohhhh...I see.
13. Well, I need to double check our availability and ask my manager about "something". We're filling up pretty quickly. You do understand?

Name: Song-Ki
Sex: Male
Age: 27
Ethnicity: Korean
Setting: Apartment Complex Office
Sexual Orientation: Homosexual

Song-Ki is looking for an apartment for him and his partner. This is his 5th potential apartment visit today and he's frustrated.

2. Great! You can't imagine how today has been for me.
 4. That's fine- are there forms I need to sign if there will be an additional person on the lease?
 6. Hold on- I'll get him to come over- he's across the street.
 8. Oh, no, he's my partner and we wanted both names on the lease.
 10. Significant Other.
 12. So, can I take the forms home for him to sign?
 14. Yeah. I understand. I understand that your tone changed when I said significant other. I know what you're thinking. He's my lover and I'm damn proud to say it. Is there someone else I can talk to?
-

Name: Maisha
Sex: Female
Age: 21
Ethnicity: Black American
Setting: Reitz Union

Maisha and Guilene have Chemistry lab together. They just got out of class and are having lunch in the food court in the Reitz Union. They both like Will, a classmate of theirs and find themselves talking about him over sushi.

1. "I heard his family is from South Carolina."
3. "Why? Do you have something against non-Floridians or something?"
5. "As opposed to what? Where are you from?"
7. "Are you serious? What's the difference?"
9. "But you're black! If anything it should be me and not you who's being picky. Be serious- you're Haitian- have you seen your people on TV- eating cat and living in the streets? And you're the one being picky???"
10. "You think there's a difference between you and me? When a white guy looks at us, he doesn't see the difference. All he sees is color and we're both black."

Name: Guilene
Sex: Female
Age: 21
Ethnicity: Black Haitian
Setting: Reitz Union

Maisha and Guilene have Chemistry lab together. They just got out of class and are having lunch in the food court in the Reitz Union. They both like Will, a classmate of theirs and find themselves talking about him over sushi.

2. "Hmm...maybe he's not so cute."
 4. "No- it's not that. I'm just not into regular black guys."
 6. "Well I'm Haitian but I don't really date outside of the Caribbean in general."
 8. "Americans weren't raised the same way we were. You don't have the same upbringing as we do- I would never bring a black guy home.."
 10. "First of all, I don't eat cat. And secondly, what the hell are you talking about? Black Americans are the ones living in the street- they can't even get jobs in America where things are so easy."
-

Alicia John

Sex: Female

Age: 20

Setting: At TGIFriday's for a dinner date.

Special Circumstance: Alicia has dyslexia

2: Sorry, I need little more time please, I'm almost ready.

4: I actually enjoy rock climbing, writing music, and cooking.

6: Yeah, me too. But give me a second, I can't read and talk at the same time.

8: I'm still not sure. I think I'm almost ready. (looks closer to the menu)

10: Well, I really don't see what's funny.

12: Well, it's really not that funny because if you got to know me a little bit better, you'd know that I'm dyslexic.

Justin Parker

Sex: Male

Age: 20

Social Status: Not relevant

Setting: At TGIFriday's for a dinner date

Justin doesn't know Alicia has dyslexia

Alicia and Justin are on their first date. The evening is going well and they're both having a great time. The menus are on the table and Alicia is hoping that Justin doesn't notice that she's having trouble reading it. Alicia has dyslexia and has a hard time reading but Justin doesn't know it until later in the date.

1: So, are you ready to order?

3: Ok, so what do you do for fun?

5: That's cool. I didn't think we had so much in common. I'm having a great time.

7: So what are you looking to order?

9: What's wrong with the menu? Having a hard time reading it tonight? (chuckles). Just joking. Ok, but I'm really hungry, so let's order please.

11: It was a joke. What's the problem?

Name: Joseph
Sex: Male
Age: 21
Ethnicity: White
Setting: RTS Bus ride

Joseph is on his way home from class on the RTS bus when he begins having a heated discussion with a complete stranger next to him. He's caught off guard when on the bus, the girl randomly begins making fun of an overweight man sitting across from the both of them. Feeling angry at the comments, he defends the man.

2. I'm sorry are you talking to me?
4. Uhh....ok? (confused and surprised at the lady)
6. Well how do you know that it isn't genetic. Do you think he actually likes being that way?
8. (Frustrated) That's so insensitive. Have you ever thought maybe he thinks you're an anorexic bean pole?
10. Listen girl. You think you're hot shit because you have the "perfect" body? You don't know what he's been through or how he got that way.

Name: Kimberly
Sex: Female
Age: 19
Ethnicity: Lebanese
Setting: RTS bus ride

Kimberly is on her way home from class when she begins talking to a random guy next to her. She's had a rough day at school and takes her frustration out on an obese man sitting across from both of them by making snide remarks about him. She's from an upper class family and is very superficial.

1. Thank god he moved. His fat ass took up like 3 seats. And look at him...that's so disgusting.
 3. Sorry to be random, but I'm just looking at that man sitting over there and he's just so...**fat.**
 5. I mean I just look at people like that and feel bad for them. Honestly, why do they eat so much. Looking at him makes ME sick!
 7. Well if he don't like being that way, why is he eating that Big Mac right now? Look...and he's got a supersized drink.
 9. (laughing hahaha) No because I know that I'd never be like that.
-

Name: Nina Kumar
Sex: Female
Race: Indian
Age: 32
Setting: HP Technical Support
Socioeconomic status: Not important

Nina is in the head of the Technical Support department at the HP tech support center in Boston. She moved from India to attend school in the United States. She graduated at the top of her class at Harvard and is a great asset to HP and extremely knowledgeable. Her only obstacle is that she has a thick accent at times.

1. Good evening and thank you for calling HP technical support, my name is Nina. How can I assist you tonight?
3. No problem sir. Can I please have your telephone number to access your account?
5. (Enunciates) I said **"Phone Number"**.
7. Thank you sir. So, what's wrong with your computer?
9. Okay. Then please restart the computer, sir.
11. I said, turn off your computer.
13. I understand sir, but please do it again.
15. Now go to start, then internet options.
17. Boston. But that's beside the point...
19. Sir, I am highly trained and would like to help you but I need you to cooperate.
21. I **AM** the manager. I'm the head of this department.

Name: Tim Brown
Sex: Male
Race: African American
Age: 19
Setting: College campus
Socioeconomic status: Not important

Tim is a second year college student calling technical support because his laptop is not working. He has had a long day and is frustrated about having to call tech support.

2. I need my laptop fixed.
 4. What?? **Tal lumber**? What's that?
 6. Oh, you want my digits. 949-432-3463
 8. It won't go on the internet.
 10. What? I can't understand you.
 12. I've done that 10 times already. You people don't know anything.
 14. Man, whatever.
 16. Internet Options? I don't know if it's your voice or the reception but I can't understand a word of what you're saying. Where are you stationed?
 18. Yeah, right. You must be in India or something. I just need to get on the freakin' internet.
 20. Cooperate? Me cooperate? Can I speak you're manager?
 22. Fine. Then can I at least speak to someone that speaks ENGLISH?
-

Name: Susan Phuong

Sex: Female

Age: 19

Ethnicity/Background: Vietnamese girl who moved over to the United States when she was 13

Setting: Classroom

Susan is a Vietnamese female student who has strong opinions about the Asian community. Coming over to the United States when she was 13, Susan can't understand why people don't embrace their own culture. Susan and Christine meet before a class begins one day. They are sitting next to each other and each of them are taking out their binders when Susan suddenly gets defensive.

2. Susan: He's my favorite singer in Vietnam. But you probably don't know anything about that.

4. Susan: Well yeah I just met you, but I've seen you around and... take a look at you and then a look at me. I don't mean to be blunt but you're covered from head to toe in Abercrombie and Fitch, you carry one of those hideous flower print bags, and all the photos of everyone on the back of your binder consists of you surrounded by white girls who had too much to drink. You don't exactly embrace the Asian in you.

6. Susan: I'm going to guess you don't listen to the music, you definitely don't know the language, you don't know what's going on in the Asian community and you don't hang out with the real people who look like you.

8. Susan: I'm not judging you, I'm just sick and tired of watching girls like you lose their culture because they get sucked into the world of blonde hair, alcohol, and going out when there are more important things in life. The world we live in isn't an episode on Laguna Beach.

Name: Christine Nguyen

Sex: Female

Age: 19

Ethnicity/Background: Chinese girl who was born in the United States

Setting: Classroom

Christine is a student who grew up in a American household. She was adopted when she was 2 and doesn't have the urge to find her real parents because it hurts too much. She does want to learn more about the Asian community but feels like an outsider. Susan and Christine meet before a class begins one day. They are sitting next to each other and each of them are taking out their binders when Christine gets suddenly defensive.

1. Christine: Who is that on the back of your binder?

3. Christine: What do you mean I wouldn't know anything about that? You just met me, how can you judge me?

5. Christine: The Asian in me? What's that suppose to mean? How are you more Asian than me?

7. Christine: Just because I don't listen to the music or hang out with people who "look like me" on a regular basis doesn't mean I'm not Asian. I might have grown up with an American culture, but I am STILL Asian. So how the hell can you judge me and tell me what is Asian and what isn't?

9. Christine: What the hell are you talking about? Just because I choose to live the way I want to doesn't make me anything less than you. I never grew up in a Asian Household, in fact I was adopted by white family when I was 2 years old, so maybe you don't understand, but it's hard for me to relate to the Asian community when my own parents who are suppose to be my Asian influences gave me up.

Name: Vanessa White
Sex: Female
Race: African American
Age: 20
Setting: Reitz Union Food Court
Socioeconomic status: Upper-Middle Class

Vanessa and Tiffany have known each other since middle school. When they meet up in the Reitz Union, they notice things have changed between them.

- 1: What's up girl?
- 3: You know the usual...school and my sorority sisters...you?
- 5: What does that mean?
- 7: Excuse me? You don't know anything about me.
- 9: Us? Who's "us." Last time I checked I was black too.

Name: Tiffany
Sex: female
Race: African American
Age 19
Setting: Reitz Union Food Court
Socioeconomic status: Lower-middle class

Vanessa and Tiffany have known each other since middle school. When they meet up in the Reitz Union, they notice things have changed between them.

- 2: Nothing much. Haven't seen you in a while. What have you been doing?
 - 4: Hustling...school and work...trying to make ends meat. Girl, You don't know about that.
 - 6: You know. You don't work. You've never had to struggle for things.
 - 8: I've known you your entire life. You act white. You're always hanging out with those white people. I don't know... you think you're better than us?
-

Name: Maria
Sex: Female
Age: 47
Ethnicity: Dominican
Setting: Disney World on Gay Day

Maria, a native Dominican with a thick accent, and her family are on their annual trip to Disney World. Unbeknownst to them, it's "Gay Day," a huge convergence of the Lesbian, Gay, Bi-Sexual, Trans-gender, Queer Community (LGBTQ) in Orlando. Maria is disturbed by the two women making out in front of her. One of them is Leslie, who is happy not to get the usual dirty looks, as she holds her girlfriend's hand in public.

1. I'm sorry, can you stop that? I don't want my children exposed to that type of behavior.
3. What do you mean? I'm speaking English! What's with you Americans? You think it's okay to put us down? You think it's okay to kiss other ladies?
5. The way you do things? I have American family. They don't do this. They don't act like men. You lesbians are such loose women. Dressing like men or like whores. Wearing baggy clothes or not at all.
7. This is Disney! This is where I'm supposed to bring my kids to be safe. And I find this everywhere? Aren't there rules against this kind of thing?

Name: Leslie
Sex: Female
Age: 18
Ethnicity: Black
Setting: Disney World on Gay Day

Maria, a native Dominican with a thick accent, and her family are on their annual trip to Disney World. Unbeknownst to them, it's "Gay Day," a huge convergence of the Lesbian, Gay, Bi-Sexual, Trans-gender, Queer Community (LGBTQ) in Orlando. Maria is disturbed by the two women making out in front of her. One of them is Leslie, who is happy not to get the usual dirty looks, as she holds her girlfriend's hand in public.

2. Sorry, lady, but I don't know what you're saying. (Speaks Slowly) May-be if you learned eng-lish, we could taaalllkk.
4. First of all, ma'am, in case you didn't notice, this is my day. Everyone around here is like me. And if you're going to live in America, you might want to get used to the way we do things.
6. Am I wearing baggy clothes? Do I look like a hoe? What are you talking about? If you don't like it, take your kids home.
8. Rules against what? My freedom? THIS IS AMERICA! If you have a problem, go back to fucking Cuba, lady!

A Girl Like Me

Baity, Sloane, Watts – ACPA 2007 “Developing Students As Critical Thinkers: A Guide for Student Affairs Practitioners”

Go to http://www.mediathatmattersfest.org/6/a_girl_like_me/

Click "Watch a girl like me" under the picture on the upper right corner

“A Girl Like Me” Video

http://www.mediathatmattersfest.org/6/a_girl_like_me/

What are your immediate reactions to this video?

1. Student interviews:

2. Baby doll experiment:

What cultural messages are women of color bringing with them to our college campus(es)?

Assessing Your Multicultural Competence

What other areas might you not know about ... are not competent about?

- ☐ LGBTQ Students
- ☐ International Students
- ☐ ESL American Students
- ☐ 1st Generation College Students
- ☐ Hispanic Students
- ☐ Native American Students
- ☐ Non-Traditional Students
- ☐ Socio-economic Status
- ☐ Religious Beliefs / Groups
- ☐ Differently Abled Students

Where / How can you learn about these areas?

What messages about multiculturalism impact a students experience on our campus?

Have you ever thought about others perceptions of you and the diversity areas you represent?

YES

NO

If yes, what consequences does this have on your behavior?

If no, why not? What does this mean?

YES - Why do we need to worry about what others are thinking?

NO - How does “privilege” play into this?

Critical Thinking

How are you developing your critical thinking skills as a graduate student / para-professional student affairs staff member?

Albatross

Albatross is an activity where approximately 6 actors, males and females, act out the scene below for an audience. The actors should be dressed in strange clothing (togas or something out of the norm). Albatross Men are the male actors. Albatross Women are the female actors. The Visitors are the Audience members. The language spoken by the actors should not be clicking noises.

Albatross Script

1. **Albatross Men** and **Albatross Women** are in place. **Albatross Men** seated, **Albatross Women** kneeling on floor beside **Albatross Men**.
2. All stand and choose (2 each) members of the same sex to be participants in the greeting ceremony. The **Albatross Males** seat the males. The **Albatross Women** has the females take off their shoes kneel next to males.
3. **Albatross Men** and **Albatross Women** return to places; small pause. **Albatross Men** touch **Albatross Women's** heads to earth.
4. Greeting Ceremony: **Albatross Men** stand and greet each male by holding him by the shoulder and waist and rubbing knees. **Albatross Men** sit. **Albatross Women** greet each female guest by running both hands down the lower legs and feet in a ceremonious way. Females return to kneeling position; **Albatross Women** return to their place.
5. Small pause – **Albatross Men** touch **Albatross Women's** heads to earth.
6. Hand washing – *Alpha* **Albatross Woman** brings a bowl of water to **Albatross Men**, who dip the fingers of their right hands into the bowl and waves their hands gracefully to dry. **Albatross Woman** repeats this for each of the male participants.
7. Feeding – **Albatross Male** clicks as a signal for feeding. **Albatross Woman** rises and offers gummiworm (or substitute food) to each male beginning with the **Albatross Men**. Food is placed in the men's mouths with tongs (or toothpicks). Upon being fed, the **Albatross Men** hum, moan and burp, pounding his chest with his fist. Other men are encouraged by **Albatross Men** to repeat the process. **Albatross Woman** then feeds the women, who take the food in their hands. **Albatross Woman** returns to her position.
8. Small pause – **Albatross Men** touch **Albatross Women's** heads to earth.
9. **Albatross Male** clicks indicating that the drinks are to be served. *Alpha* **Albatross Woman** takes a small pitcher and pours a small amount of unsweetened lemonade (or substitute drink) into a small cup for the **Albatross Men**. She repeats this for all the men, and then serves the women. She returns to her place.

10. All the **Albatross Men** and **Albatross Women** rise and inspect the female participants, speaking in the Albatrossian language. The female with the largest feet is led to the **Albatross Male's** chairs and is encouraged to kneel beside it.
11. The **Albatross Men** rise and repeats the greeting ceremony with the males; then returns to his seat. The **Albatross Women** repeat the greeting ceremony with the females and return to their seats.
12. Small pause. **Albatross Men** touch the head of both **Albatross Women** and female chosen to the ground, rises, and leads the two chosen women out the door.

Albatross Discussion Sheet

1. What do you think you have just seen?
2. What were the parts of the encounter with the Albatrossians?
3. What are the differences between the roles of the Albatrossian man and Albatrossian woman?
4. What are the differences between the clothing of Albatrossian men and Albatrossian women? Why?
5. How can you describe the Albatrossian language?
6. What are some similarities between your culture and the Albatrossian culture?
7. What are some differences between your culture and the Albatrossian culture?
8. What is, in your opinion, the role of the Albatrossian woman in the society? Why?
9. What is, in your opinion, the role of the Albatrossian man in the society? Why?
10. On what basis was a woman chosen to join the Albatrossian man and woman?
11. What were your personal feelings and reactions during the activity?

Archie Bunker's Neighborhood

Purpose:

(Not to be revealed until the end of the program) To educate attendees about the damage stereotyping can do.

Materials Needed:

1. Color coded index cards representing different race groups: white, women, handicapped, black (African-American), Latino, and Gay/Lesbian/Bisexual OR index cards with the names of each group on them
2. Masking tape
3. Price lists for each group
4. A gift for the white group
5. Badges for the police
6. Signs designating the areas and titles
7. 5-6 non-attendees to help you
8. Play money
9. Permits
10. Table and chairs for white group and chairs for the handicapped
11. Rubber gloves
12. Optional: supplies for attendees to use to construct their communities

The Players:

Mayor: The head of Archie Bunker's Neighborhood: Archie. The role is to oversee the building of each community and hear appeals for permits and supplies when the Mayor feels it is warranted.

Secretary of Permits: The role is to issue building permits when warranted and to treat people the way they deserve to be treated.

Supplier: The role is to sell supplies based on the fair price list published to you, and to treat people the way they deserve to be treated.

Police Officers (3-4): The role is to escort people to the Secretary of Permits, Supplier, Mayor, and Jail when warranted and to treat people the way they deserve to be treated.

Residents: The people who are working to build the best community possible given the resources they have to work with.

Procedure:

1. Room size: Large room that you can put masking tape on and section it off. You will need 7 sections of differing sizes with the largest going to the white group. The extra section is for the jail. Use signs to identify each section.
2. As the attendees come into the room you give them the type of index card you chose to use, and direct them to their appropriate area (don't forget to give the first person you assign to each group a copy of the price list and money or a dollar amount written down, tell them to keep this information within their group).
3. When everyone is in the room explain that the object of the game is to build the best community possible, using the resources (money) you have.

4. Explain the rules:
 - a. To leave your assigned area you must have a police escort, no matter what! You must have a police escort when returning to your assigned area, as well. Only one person from each group may leave at one time (unless someone is in jail).
 - b. To build something you **MUST** first get a building permit from the Secretary of Permits.
 - c. After you have your permit you need to get an escort to the supplier to buy your building supplies.
 - d. Any infraction of the rules will result in you being put in jail and you are not of any help to your group in jail.
 - e. If you are denied a permit or supplies you may ask the Mayor to hear your appeal, but you may be rejected (the mayor only hears cases they feel are worthy).

The Trick

The mayor, Secretary of Permits, Supplier and Officers should capitalize on every stereotype they have ever heard and use it against all of the groups except the white group. The whites should get special treatment in all areas (example: no escorts, always approved for permits, don't require permits, cheaper prices, never go to jail, extra money, etc). Make sure you have tables set up for the whites as well as chairs. Give them a gift at the beginning of the game where everyone can see you.

Effective Stereotypes

Women

- Where is your husband, did he say you could do this?
- How are your children?
- Only sell them housing, schools, churches, parks, hospitals, and malls.

Blacks (African-American)

- Ask about gangs.
- Ignore them often.
- Only sell them cheap apartment buildings, churches, hospitals, fast food restaurants, and clubs.

Gay, Lesbian, Bisexual

- When escorting them and dealing with them, wear rubber gloves.
- Make reference to AIDS.
- Ignore often.
- Only sell them hospitals, expensive apartment buildings, clubs, condos, and nice restaurants.

Handicapped

- Help them do everything, get them chairs.
- NEVER ignore them, treat them as though they are helpless.
- Sell them everything but parks, clubs, malls, and schools.

Latinos

- Always speak very loud to them and very slowly.
- Keep telling them you don't understand and walk away.
- Sell them only cheap apartments and factories.

Money

At the beginning of the game, give each group money. Give amounts in descending order as listed: whites, women, handicapped, immigrants, blacks (African-American), gay, lesbian, and bisexual.

Wrap Up

When the program is winding down make sure you discuss what happened. Get people to talk about how they felt, and what they think they can do to prevent this from really happening.

*If you used the color coded cards, make sure to allow the attendees to try to guess what group they were a member of.

Archie Bunker's Price List

Nice Apartment	\$400
Economy	\$100
Condos	\$500
Houses	\$50
Schools	\$200
Hospitals	\$300
Clubs	\$150
Churches	\$250
Factories	\$300
Offices	\$500
Nice Restaurant	\$100
Fast Food Restaurant	\$75
Mall	\$400
Community Center	\$200
Parks	\$100
Mansions	\$600

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Condos	\$500
Houses	\$50
Schools	\$200
Hospitals	\$300
Clubs	\$150
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Factories	\$300
Offices	\$500
Nice Restaurant	\$100
Fast Food Restaurant	\$75
Mall	\$400
Community Center	\$200
Parks	\$100
Mansions	\$600

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Offices	\$500
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Fast Food Restaurant	\$75
Mall	\$400
Community Center	\$200
Parks	\$100
Mansions	\$600

Archie Bunker's Price List

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Nice Restaurant	\$100
Fast Food Restaurant	\$75
Mall	\$400
Community Center	\$200
Parks	\$100
Mansions	\$600

Building Permit for Archie Bunker's Neighborhood

I, Archie Bunker, Mayor of Archie Bunker's Neighborhood, authorize

_____ to build a _____.

Mayor Archie Bunker

Building Permit for Archie Bunker's Neighborhood

I, Archie Bunker, Mayor of Archie Bunker's Neighborhood, authorize

_____ to build a _____.

Mayor Archie Bunker

Building Permit for Archie Bunker's Neighborhood

I, Archie Bunker, Mayor of Archie Bunker's Neighborhood, authorize

_____ to build a _____.

Mayor Archie Bunker

Building Permit for Archie Bunker's Neighborhood

I, Archie Bunker, Mayor of Archie Bunker's Neighborhood, authorize

_____ to build a _____.

Mayor Archie Bunker

Crash

Discussion Questions for *Crash* by Topic

Plot

1. What was the underlying message in this film? Is it a reasonable one?
2. Do you have any criticisms of the film?
3. After watching the film, which specific images and messages did you agree or disagree with? Why?
4. How does each character/story evolved throughout the movie, and what did each character learn from their experiences?
5. Was the man who got run over selling the people in his van for slaves?
6. How does socioeconomic status classify people into different groups?

Power, Discrimination, and Prejudice

7. What role did the character's economic situations play in the film *Crash*? Was economic status a central theme? How did the economic situations of the characters affect the other issues that were presented?
8. How did people deceive others to climb the social ladder and gain more power?
9. What were some of the different ways racism was exemplified in the movie?
10. How does power influence racism and discrimination?
11. Why is racism such an issue in American culture today?
12. What is the modern definition of a racist in today's society?
13. In the movie, the mom blamed the older son for the death of her younger son – blaming him because he made something of himself instead of staying with the family. Is this a socioeconomic issue with poor families?
14. Discuss how Hispanic people are mostly referred to as “Mexican” – no matter where they are from. It is even worse for people of (Asian) Indian descent – many people see them all as terrorists.
15. Sociology has proven that there is no scientific basis for the notion of race/there are no biological differences between the various “races”. How can we explain the barriers that have come between people? Is it simple our outward appearances that separate us or have we been taught, through various institutions, that we are actually intrinsically different from those who do not look exactly like us?
16. What does this movie show as the effect of built up racial discrimination on the characters?
17. Which character in the film was the most racist? Why?
18. Discuss some of the racial overtones that were lined thought the movie and the kind of treatment that ensued towards the different characters because of this.
19. What is the difference between stereotyping a group and being racist? Do you believe that there is a difference? Explain.
20. Why do people take so much more offense to remarks made by people of other races than those of their own?
21. Name two examples where people were stereotyped negatively in the movie.
22. How were the minorities shown in the movies as being less affluent as the Caucasians?

23. During the film *Crash*, it seemed that every group or race was affected by more than one other group or race, in both a positive and negative way. If there is

Focus Questions for *Crash*

1. What specific images stay with you after the movie is over? Are they all the more powerful for being visual, or can we expect written images to have the same power?
2. The opening lines of the movie are spoken by Graham, who says:
It's the sense of touch. In any real city, you walk, you know? You brush past people, people bump into you. In L.A., nobody touches you. We're always behind this metal and glass. I think we miss that touch so much, that we crash into each other, just so we can feel something.
 - In what ways do people “crash” into one another in the film?
 - Graham says people crash into one another “just so we can feel something.” What does that mean, and where do you see it happening in the film?
 - Do the characters in the film who crash into one another get anything else as a result of the “crash”?
3. Clearly stereotyping, prejudice, and racism are central themes in the movie. Where do you see examples of each?
4. Would you say the central theme of the movie is simply that stereotyping, prejudice, and racism are very common in American, or is there more going on here? And, if more, what?
5. Does the movie suggest any reasons for stereotyping, prejudice, or racism?
6. In your experience, does the movie accurately depict the extent of racial separation in daily life?
7. A few very specific questions about a few very specific scenes:
 - Graham’s mother seems to favor Peter, her less successful son, who is a drug dealer and a felon, and even blames the more successful Graham for his brother’s death. Why might that be the case?
 - Should Christine now forgive Ryan, who molests her and then saves her life?
 - What is the progression of words and actions that account Officer Tommy Hanson shooting Peter, Graham’s brother, in the car?
 - Compare and contrast Cameron’s behavior when he is pulled over by Ryan and his behavior later when he faces off with the three white cops. What accounts for the differences?
8. Jean, Ludacris, and Farhad all behave differently towards the end of the movie than they do earlier. What accounts for the differences?

CROSSING THE LINE

This exercise is difficult, yet increases a great deal of awareness into self and others; about your identity and others. I will make a statement to indicate or call out specific categories/labels/descriptions that may represent you. I will ask that all those that the description applies to step across the line, turn and face the rest of the group. I will pause for a few seconds and then you will return to the rest of the group.

You will need to follow 2 critical rules in this exercise.

1. LISTENING: Let's have silence throughout the exercise – no giggling or talking. Silence will enable us to experience our personal thoughts and feelings more clearly.
2. RESPECT: It is imperative that we respect the dignity of everyone in the class. Everything shared should remain confidential. If you feel the need to talk about something that comes up in the workshop, talk to the person(s) it involves, not others.

Some guidelines are:

1. No pressure to respond
2. Each of the categories will have some “gray areas”. Define the terms used as YOU understand them. If you have serious reservations about the clarity or meaningfulness of a word then the best thing to do is not cross to the other side of the room.
3. Once we begin, there can be NO talking, No interruptions and please do not ask questions. There will be plenty of time at the end to ask questions or make comments.
4. It is important that you be as honest as you can, yet do not risk more than you feel comfortable sharing. You decide what to share and expose. Risk as much as you can. Exercise the option to pass if you wish.
5. If you cross the line notice who is with you, notice who is across from you, note your feelings and please cross back.

Statements:

Cross the line if...

- You are female
- You are male
- You are left-handed
- You are from a large city or town
- You know what you want to major in
- You have attended a ___ football game
- You took a family vacation this summer
- You saw Harry Potter over the last 2 weeks
- You are left handed
- You are an athlete
- You are the first one in your family to go to college
- You have cheated on a test
- You receive financial aid
- You are affiliated with a Greek Lettered Organization

- You were born outside of the United States
- You are over 21
- You are the oldest child in your family
- You are the youngest child in your family
- You are an only child
- Your parents are divorced or separated
- You are from a single parent household
- You grew up in a family where there was alcohol or drug abuse
- You are Native American or a member of an indigenous tribe of North America
- You are Chicano/a, Latino/a or Hispanic
- You are African American
- You are Haitian
- You are Jamaican
- You are Indian
- You are Asian, Asian American, Hawaiian or Pacific Islander
- You are White European or European American
- You are of mixed heritage
- You are a person of color
- You feel you know very little about your cultural heritage
- You practice a religion
- You are Catholic
- You are Protestant
- You are Jewish
- You are another religion other than those 3 major US religions
- You are of non-Jewish or non-Christian belief system
- You are atheist or agnostic
- You have at least one parent who did not complete high school
- You have at least one parent who graduated from college
- You or a family member has were/was/is incarcerated
- You consider your family as blue-collar or working class
- You consider your family as middle class
- You consider your family as upper class
- You have felt embarrassed about the economic class your family is in
- You were raised with less than enough resources or poor
- You live independently of your parents
- You have low self-esteem
- You or a family member has had an eating disorder
- You identify yourself as or have been identified as fat
- You would like to lose 10 or more pounds
- You feel lonely
- You consider yourself a Democrat
- You consider yourself a Republican
- You have a visible or non-visible physical or learning disability
- You have cried at least once this year

- You know someone personally who has tested HIV positive
- You or a family member is HIV +
- You know someone who died from AIDS
- You or a family member has a terminal disease
- You know someone who is a survivor of sexual assault or abuse
- You are a survivor of sexual abuse or sexual assault
- You support pro-choice
- You support the right to die
- You support the death penalty
- You think the drinking age should be lowered to 18
- You think marijuana should be legalized
- You know someone who died in a car accident
- You or a friend or family member has attempted suicide
- You know someone who committed suicide
- You have driven a vehicle under the influence of alcohol or another drug
- You are comfortable with homosexuality
- You or someone you know is gay, lesbian, bisexual or transgender
- You believe that gay/lesbian couples should be allowed to marry
- You believe that gay/lesbian couples should be allowed to adopt
- You have participated in a racial, sexual, or cultural joke
- You don't like these jokes but you don't do anything to stop them
- You consider yourself a feminist
- You are uncomfortable with the way you look
- Your parents or grandparents might still have prejudicial thoughts
- You are prejudice
- You have been in love and been hurt
- You feel that you haven't formed a close friendship
- You would be involved in an interracial relationship given the right person
- You have been involved in an interracial relationship
- You hate yourself
- You feel unfairly treated
- You feel threatened
- You have had a person close to you pass away in the last year
- You want a hug right now

Discussion:

- How are you feeling right now?
- Is there anything you want to say about why you crossed for a particular question?
- How did you feel when you got to choose an answer (pro-choice, etc) vs. when you had no say in the answer (parents divorced, etc.)?
- Were there any questions difficult to choose an answer for?
- How did you feel when there were lots of people on your side of the line? How did you feel when there were few people on your side of the line?
- What do you think the purpose of this activity was?

ADA (Americans with Disabilities Act) and Reasonable Accommodations

Objective

Making reasonable accommodations.

Time

About 25 minutes.

Preclass Instructions

Gather about 20 current campus activities. The activities/events must be self explanatory or descriptions must be provided. Each activity/event needs to go on a separate sheet of paper.

Next, write a disability on a separate sheet of paper. Create as many disabilities as there are activities/events.

NOTE: The disabilities do not have to be all different, you can have 3 or 4 hearing impaired, 5 or 6 sight impaired, etc.

Instructions:

1. Divide the group into small groups - about 4 learners to a group.
2. Randomly issue (e.g. drawing out of a hat) each group a campus activity/event.
3. Next, randomly issue each group a disability.
4. The task is to come up with reasonable accommodations for a person with that disability to attend that campus activity or event. For example, if the activity is to attend a football game and the assigned disability is blindness, then the group needs to determine how they would accommodate a blind person attending a football game.
5. If there are only a couple of small groups, have each group perform 2 or 3 sets of the same activity (issue them different activities/events with different disabilities).
6. After the small groups have worked the activity for about 15 minutes, bring the groups together and have each group present their findings. It is important to then provide the group with appropriate resources on campus for disabilities. Point out some Residence Hall information as well.

Diversity Beans

Materials Needed:

One jar of jelly beans (Diversity Beans)

Purpose:

The purpose of the diversity beans activity is to encourage a discussion about stereotypes and diversity. They are intended to help people stop stereotyping based on appearance. The beans come in six different colors and six different flavors for a total of 36 different combinations. The trick is that you can bite into an orange diversity bean and in addition to it being orange flavored, it could also be cherry, lemon, lime, vanilla, or licorice. They provide a reminder that diversity means not judging people based on appearance or background.

Instructions:

1. Set up the chairs for the group members in a circle.
2. Pass around the jar of jelly beans and ask each group member to take 1-2 and not eat them.
3. Go around the circle and ask why each person chose the jelly beans that they chose.
4. Ask for people to identify what their least favorite jelly bean flavor is.
5. Ask everyone to eat their jelly bean.
6. Ask people to raise their hand if they tasted the flavor they expected.
7. Ask people to raise their hand if they tasted a different flavor than they expected.
8. Ask people if they liked what they tasted better than what they expected.
9. Ask everyone who had a red jelly bean to raise their hand and then discuss what they tasted, continue for each color (yellow, green, orange, black, and white)
10. Discuss how this is related to diversity.
11. Ask how staff may relay this information to their residents.
12. Give a card with the 6 beans attached to each person and ask them to share their 6 beans with five people over the first few days of classes and talk about their experience.

First Thoughts

Look at each of the words below and write down the first two or three adjectives which come to mind (your thoughts or traditional ideas). Positive or negative, just write down your first thoughts.

Disabled:

New Yorkers:

Californians:

Teachers:

Elderly:

Women:

Jews:

Whites:

American Indians:

Gays:

African American:

Men:

Police Officers:

Irishmen:

Managers:

Resident Advisors:

A Students:

Personal Reflections

Think of a time in your life when you were discriminated against or treated unfairly because of who you are:

Describe the situation:

What did you feel?

How did you cope?

What did you learn?

Four Corners Exercise

Each corner represents "Agree", "Strongly Agree", "Disagree", and "Strongly Disagree". Once students hear the value statement, they are supposed to physically move to the corner of their choice. Facilitator then asks people why they chose that particular corner. People tend to be quiet at first, but when you get to a statement that people feel passionately about, watch out!

1. Sex without love is okay.
2. Segregated housing in terms of race, gender, or special interest should be allowed on campus. (This one gets tricky for people. They tend to base their answer on race alone, so you also ask whether or not there should be single-sex residence halls, honors residence halls, Greek housing, etc.)
3. Role models are more effective if they are of the same race, gender, and sexual orientation.
4. Racial minorities can be racist.
5. A homophobic joke can be funny. (After the students have made their decision for this one, I usually then ask whether or not a racist joke can be funny. Answers tend to change then, which leads to great conversation about why they are different in the minds of students.)
6. A faculty mentor is more effective if he or she is of the same race or gender as the student.
7. It is okay to have different admission standards to allow for diversity in race, gender, and sexual orientation.
8. English should be the official language of the United States.
9. President Clinton should have been impeached for his infidelity.

Game of Life

Game of Life Begins

Each participant will be given a nametag with the appropriate amount of money attached to it.

The facilitator needs to give the participants these instructions:

“We are going to play the game Life. In this room there are seven departments which represent societal institutions. There is an Education Department where you can receive a degree. A Bank where you collect salary and apply for loans. A Housing Office to buy/lease/find housing. An Employment Agency to find a job. A Material Goods store to buy fun and exciting things. A Jail where you can be imprisoned. A Department of Justice where you have a court hearing. Your goal in the Game of Life is to succeed. Good luck.”

Participants will begin with a certain amount of money based on their socio-economic status:

- A. \$5000
- B. \$2000
- C. \$1000
- D. \$500
- E. \$50

Participants will mill about for awhile and gradually begin to visit each of the tables. Each participant should be treated differently based on their nametag identity. The people in charge of each institution should over exaggerate a bit. Remember to let the participants find things out for themselves. If someone comes to get a house first, let them know how much it costs. When the person says I don't have that, then suggest they get a loan. When they go to get a loan, ask their occupation. When they say they don't have one, tell them to go get a job and then come back. When they go to get a job, make sure to inquire about their educational level. When they say they don't know, tell them to go to school first.

Helpers shouldn't say, well first you need an education, then a job, then a salary, then a loan, etc. The important part of the process is the self-awareness that is created. Helpers should always ask to see the appropriate credentials when putting in an application... ask to see their diploma, their employment certificate, etc.

If someone figures out that how they are treated is somehow linked to their nametag, then label him/her a trouble maker immediately and have them hauled off to jail. Remember that the people in charge have all the power and can make up all the rules.

Treatment of Participants

A: Treated with the utmost respect as the privileged group. Immediate access to all institutions without having to wait. All forms are approved and processed quickly. Receive special treatment and are encouraged to achieve materialistic success by buying second or third homes,

lots of material goods, etc. They can have as many degrees as they want, will receive great jobs with big salaries (and bonuses, too!). Make the Game of Life very enjoyable for them.

B: Treated with respect also. Access to institutions after some very small waits. All forms are approved and processed quickly. Encouraged to achieve materialistic success. Make the Game of Life very enjoyable for them.

C: Should be treated as middle class- some people can have access, good jobs, OK salaries, and others should not. They should have to wait in lines, but some can reap rewards. The participants should feel the hassle of red tape.

D: Treat with disregard and suspicion. Very limited access to institutions. Should always have to wait in lines. Everything is a problem. Forms are delayed, loans denied, the police hassle them for no reason and could be taken to jail (especially people of color). They should have to wait even if there is no one else in line. Basically make life hard for them. Make lots of assumptions about their character and integrity. Treat like negative stereotype. Very difficult to succeed.

E: Complete disregard for them as human beings. Should be ignored and devalued. If acknowledged, then treated as negative stereotypes and statistics. Assume all are on drugs, homeless, uneducated, etc. and choose to be that way. Impossible to get ahead or succeed.

Persons of Color: Can be treated as any stereotype of a person of color- African American, Asian, Hispanic, etc. Use phrases like “all your type is good for is...”, “all you do is spend your money on drugs...”, and “your kind isn’t good at math or science, but you sure can play sports...”. Avoid the racially divisive words/

Gay or Lesbian: Should be treated depending on socio-economic status. Concern over HIV/AIDS can be used, fear of catching ‘it’ and disdain for their kind.

I: Are given all forms and certificates in gibberish. Can be truly illiterate (pretend not to understand why they can’t read a form in plain English) or treated like English is their second language (talk as if they were a deaf child). Use stereotypes.

Departments

Department of Education

- Have participants complete the Education Application Form. I’s get forms in gibberish.
- Ask participants to wait while you process the form. Wait time depends on their code.
- Call them back up as necessary and explain available options of education.
- Once they choose, tell them that they must sit out for ____ minutes while they complete their degree. How many minutes depend on their code.
- Confer their degree on them and fill out the certificate. I’s get certificate in gibberish.

<i>Type of School</i>	<i>Tuition</i>	<i>Admit Only</i>	<i>Approval Time</i>	<i>Wait Time</i>
Exclusive University	\$2,000	A	A-no wait	A- 1 min
State University	\$1,000	ABC	B- 1-2 min	B 2-3min
Community	\$500	ABC	C- 3 min	C 5 min
Vo Tech	\$250	ABC	C- 3 min	C 5 min
High School	\$50	ABCD	D- 5 min	D 7 min
GED	\$50	ABCDE	E- 7 min	E 7 min

A: Let A's know they were admitted to every school and have their choice but stress how Exclusive University is the way to go to get ahead. Encourage them to come back for as many graduate degrees as they want.

B: Encourage to come back for graduate degrees.

C: Admit only about ½ the C's to State University, send the rest to Community College or Vo-Tech.

D and E: Close down the lines a lot for them, keep stalling about admission decision, etc.

Persons of Color: Occasionally, admit a person of color to State or Exclusive to meet your "quote" or put them on "athletic scholarships". Make it obvious that you are doing so.

Banking

- Have participants complete the Loan Application Form, I's get forms in gibberish.
- Ask participants to wait while you process the form. Wait time depends on their code.
- Call them back as necessary and explain Approved or Denied loan and why.
- Call Payday every 10 minutes. Pay according to salary information on Employment Agency Certificate. Give A and B random bonuses.
- Encourage A and B to deposit money to collect interest. You don't need to actually calculate the percentage interest earned, just give A's more money than B's and so on at Payday.
- Close down as needed to build up lines and/or only open long enough to serve A, B, C.

A- loans are approved immediately; Give 20% interest on deposits

B- loans are approved after 1-2 minutes; Give 10% interest on deposits

C- 3-5 minutes. Approve randomly; Give 5% interest on deposits

- D- 7-10 minutes. No loans
- E- 10-12 minutes. No loans
- P- Depending on socio economic status, randomly approve after 2-3 minutes
- I- Loans not approved

Housing Office

- Have participants complete the Housing Application form. I's get forms in gibberish.
- Ask participants to wait while you process the form. Wait time depends on their code.
- Call them back up as necessary and explain choices of available housing.

<i>Type of Housing</i>	<i>Cost</i>	<i>Approve Only</i>	<i>Time</i>
Mansion	\$80,000	A	A Immediate
Houses	\$20,000	AB	B 1-2 min
Apartment	\$10,000	ABC	C 3-5 min
Projects/Trailer Homes	\$2,000	ABCD	D 7-10 min
Shelter	\$100	ABCD	E 10 min

Encourage A's and B's to get summer homes, etc.

A: Start in houses and then move to mansions and should be encouraged to buy as many "vacation" homes as they can afford.

B: Start in apartments and move to houses.

C: Start in trailers or apartments and only move up to apartments. A few select can have houses. Be completely random in this group, but be consistent. The same C that gets access to higher education should then get a good job, and then a house.

D: Start in the projects/trailers and never leave. They can become homeless.

E: Start in the projects/trailers and never leave. They can become homeless. You can start some E's off as homeless.

The Employment Bureau will determine jobs and salary.

Employment Bureau

- Have participants complete the Employment Application Form. I's get forms in gibberish.
- Ask participants to wait while you process the form. Wait time depends on their code.
- Call them back up as necessary and explain available jobs. Give salaries listed, except make woman (W) get a lower salary.
- Confer their job and fill out certificates. I's get certificate in gibberish.

<i>Graduate Degree</i>	<i>Salary</i>	<i>Approve Only</i>	<i>Approval Time</i>
Doctor	\$50,000	AB	A- Immediate
Lawyer	\$50,000	AB	B- 1-2 minutes
CEO	\$70,000	A	
Engineer	\$50,000	ABC	C- 3-5 minutes
<i>College Degree</i>			
TV Journalist	\$25,000	ABC	
Professional Athlete	\$45,000	ABC, especially P	
Teacher	\$15,000	ABC, lesbians are PE teachers	
Nurse	\$18,000	ABC	
Accountant	\$20,000	ABC	
<i>Community College</i>			
Paralegal	\$10,000	ABC	
Teachers Aide	\$10,000	ABC	
Secretary	\$10,000	ABC	
Florist	\$10,000	ABC, gay men	
Hairdresser	\$10,000	ABC, gay men	
<i>Vo Tech</i>			
Mechanic	\$8,000	ABC	
Electrician	\$8,000	ABC	
Plumber	\$8,000	ABC	
Nurse's Aide	\$8,000	ABC	
<i>High School/GED</i>			
Fast Food	\$5,000	ABCD	D- 5-7 minutes
Janitorial	\$5,000	ABCD	
Cashier/Clerk	\$5,000	ABCD	
<i>No Education</i>			
Sweat shop worker	\$3,000	ABCDE	E- 10 minutes
Maid	\$3,000	ABCDE	

Justice

Trump up charges to hail D, E, Persons of Color off to jail. Sheriff can throw anyone in jail for any reason. Have police pick on the same people (D and E's). The police can make up reasons to send people to jail. Facilitators can say that someone is causing trouble in line in their office and call the police to arrest them. If D's and E's are just sitting in the room and are not waiting in a line, have them picked up for loitering. All people of color sitting in the room should be looked at suspiciously. A's, B's, and C's get off with a warning.

Overcrowd the jail while waiting for a hearing before the Justice Department. Sheriff must work in conjunction with judge.

Judge

- Call the participating forward out of jail.
- Ask sheriff what the charges are.
- Ask for a plea.
- Hear the case.
- Decide whether they are guilty or innocent based on the stereotypic identity. Innocent- let them go. Guilty then (1) make them pay a fine and let them go or (2) make them pay a fine and go back to jail. Anyone found guilty should be made to wear a sticker or other identification so that when they go try to get employment or a loan, the bureau will know that they've been convicted of a crime.

Material Goods

Encourage participants to buy, buy, buy and participate in a consumer society.

Clothes I	\$2,000
Clothes II	\$1,000
Clothes III	\$500
Clothes IV	\$250

Furnishings I	\$1,500
Furnishings II	\$700
Furnishings III	\$100

Car I	\$25,000
Car II	\$10,000
Car III	\$5,000
Car IV	\$1,000

Electronics I	\$3,000
Electronics II	\$1,500
Electronics III	\$850

Closure and Debrief Activity

Facilitators call time. Each participant should complete their Net worth and Reflection sheet.

Ask group members to answer the following questions aloud and discuss.

Leadership

- How did the people's leadership style influence how they played the game?
- How were the people able to use leadership styles they are less comfortable with throughout the process
- Did participants try to initiate change?
- Did participants try to make a difference for someone else?

Community

- Was our community affected by the game?
- Who makes the rules of the game?
- Did you see injustices?

Start linking curriculum pieces by bringing out the following points:

- Recognize that our leadership abilities and the abilities of others, impact others by how we treat them. We must start treating ourselves and others with respect in regards to values and ethical treatment.
- Be aware of the community around us, hold values as guides and not fall into the trap of stereotypes.
- By understanding that we can and do influence others by word and deed, we are ensuring a better society.

Thank them for their understanding and that this was just a simulation, only we can cause a true change in those stereotypes.

Net Worth Chart

Use the following charts to determine your net worth:

Name: _____

My net worth: _____

The last 2-4 symbols after the double asterisks (**) in the lower left hand side of your tag are: _____

Education

Points are given for the type of degree you earned

Graduate Degree	10,000
Bachelors Degree	5,000
Community College	1,000
Vo Tech	500
High School	100
GED	50

Employment

Points are equal to your annual income. For example, a \$25,000 salary is worth 25,000 points.

Housing

Points are equal to the value of housing. A \$10,000 apartment is worth 10,000 points.

Material Goods

Points are equal to the value of the good. For example, \$25,000 car is worth 25,000 points.

Money

Points are equal to the denomination. For example, \$100 bill is worth 100 points.

The Game of Life

Please answer the following questions:

What are the common challenges your group faced?

What are some of the behaviors you noticed? Greed? Acting out? Looking out for yourself only?

What are the lessons of this game that can be applied to life in general?

Describe how an ideal society would interact?

Name 2 things you can do right now to help create this society?

Journeys Privilege Exercise:

“The American Dream”

(Major Identity Markers)

Instructions:

- Get the group to stand in line in the middle of a large space.
- Practice baby steps so that everyone moves the same distance.
- Define “Major Identity Markers” as others perceptions of your race, class, gender, sexual orientation, religion, and able-bodiedness.
- Ask members to look around during this exercise and remember how they feel at certain times.
- Tell them they are to take one “baby-step” forward or backward at your direction.
- Tell the participants they may pass on a given question at anytime by standing still. They can stand still the entire time if they want.

Statements:

1. If your ancestors were forced against their will to come to the USA, step back.
2. If your primary ethnic identity is American, step forward.
3. If you were ever called hurtful names because of your MIM's, step back.
4. If your family employed people in your household as domestic workers, step forward.
5. If they were people of color, step forward.
6. If you were often ashamed or embarrassed of your material possessions, step back.
7. If most of your family members worked in careers requiring a college education, step forward.
8. If you were raised in an area where there was visible prostitution or drug activity, step back.
9. If you ever tried to change your appearance, behavior, or speech to avoid being judged on the basis of your MIM's, step back.
10. If you studied the cultures of your ancestors in elementary school, step forward.
11. If you started school speaking a language other than English, step back.
12. If there were more than 150 books in your home when you grew up, step forward.
13. If you ever had to skip a meal or go hungry because there was not enough money to buy food when you were growing up, step back.
14. If your parents took you to art galleries, plays, or museums when you were growing up, step forward.
15. If at least one of your parents was ever unemployed, not by choice, step back.
16. If you have ever attended a summer camp, step forward.
17. If your family ever had to move because they could not afford the rent, step back.
18. If you ever attended private school, step forward.
19. If your family ever had to move because they could not afford the rent, step back.
20. If you were ever discouraged from academic or career paths because of your MIM's, step back.
21. If you were encouraged to attend college by your parents, step forward.
22. If you believe that you were paid less for a job because of your MIM's, step back.

23. If you were raised in a two parent household, step forward.
24. If you frequently saw characters who shared your MIM's portrayed in likable ways on TV and movies, step forward.
25. If you have felt that clerks watch you more than other customers in a store, step back.
26. If you were ever offered a job because of your association with a friend, mentor, or family member, step forward.
27. If you are a first generation college student, step back.
28. If your family ever had to change their last name due to mispronunciation, step back.
29. If you ever had your name mispronounced, step back.
30. If you have ever been afraid to walk alone at night, step back.
31. If you believe that an employer turned you down because of your MIM's, step back.
32. If you attended an elementary school with good books and facilities, step forward.
33. If you ever had an allowance during high school, step forward.
34. If you were ever accused of cheating or lying because of your MIM's, step back.
35. If you have ever inherited money or property, step forward.
36. If you've had to rely on public transportation, step back.
37. If you were ever stopped or questioned by the police because of your MIM's, step back.
38. If you have ever feared violence directed at you because of your MIM's, step back.
39. If you have been usually able to avoid places that are reputed as dangerous, step forward.
40. If you have ever felt uncomfortable about a joke related to your MIM's, but not able to confront the situation, step back.
41. If you were ever the victim of violence related to your MIM's, step back.
42. If at least one of your parents did not grow up in the USA, step back.
43. If your parents told you that you could be anything you wanted to be, step forward.
44. If you have ever been whistled at, step back.
45. If you have traveled overseas, step forward.

Note:

- a. Remain in position, notice the change from before.
- b. Pull a \$20 bill from your pocket.
- c. Say: "I have a \$20 bill in my hand, you may compete for this prize. All of you can run, and the first person here gets the prize." Who do you think will get it? GO!
- d. Wait and see how many people react toward the \$20 bill.

Processing questions:

Pair up with someone who ended up in a different position than you did. Or gather as a small group and discuss these questions:

1. How did you feel doing this?
2. Were some steps easier or harder to take than others?
3. What did it feel like to the people at the front of the line?
4. What did it feel like to the people at the back of the line?
5. What surprises you about the feelings people are expressing?
6. Does achieving the *American Dream* mean being at the front of the line?
7. Does this exercise include everything that is important to your *American Dream*?
8. Would you give up some of your privileges so that others could catch up?
9. What did you learn from this exercise?

Multiple Disabilities Activity

PHYSICAL DISABILITIES – DAILY LIVING SKILLS

A physical disability occurs when there is an impairment of the bones, joints, muscles, nerves, or malfunctioning spinal cord. A physical disability can affect how one moves, as well as how one speaks or writes. Talk with the girls about some of the things they do everyday that use their “little muscles,” also known as fine motor skills. Include things done with muscles, joints, and bones (eating, writing, drawing, buttoning, shoe tying, teeth brushing, etc.). Give each girl a piece of paper and pencil. Simulate a partial loss of hand control by writing name and address with the non-dominant hand. Next, pass out long strips of masking tape and have the girls tape their thumbs and first two fingers to the palm of their dominant hand. Try shoe tying, zippers, buttons, cutting, turning pages, etc.

Discuss

1. What made these tasks difficult?
2. What kinds of devices could have helped them?

LEARNING DISABILITIES – READING

Reading is a skill that is necessary for almost every task in school. When a person doesn't read well, it's very difficult to succeed in school no matter how bright or motivated. A reading disability is the most common type of learning disability. Try these activities to see how it would feel to have a reading disability.

Hold a book up to a mirror. Read the book by looking in the mirror.

Hold a book upside-down and read it.

Discuss:

1. Did you have trouble reading?
2. Did you use your fingers to keep your place?
3. Do you know anyone with a problem like this?
4. How could you help a person with this problem?
5. What are some things a person with reading problems could do well?

DEVELOPMENTAL DISABILITIES – FOLLOWING DIRECTIONS

A developmental disability occurs when there is a general slowing down in a person's thinking and learning abilities. Following directions may be difficult even for people with a mild developmental disability because they may not learn as quickly or remember as much.

This activity will simulate developmental disabilities by changing some of the everyday words to make it more difficult.

Stand in a circle and name three positions:

Hands in air = CAT

Hands on waist = DOG

Hands on thighs = FISH

Practice each motion a few times.

Then try: Hands on FISH

Right hand on FISH, left hand on DOG

Right hand on CAT, left hand on DOG

Now give directions without doing them yourself. Complicate them by adding standing one leg, legs together, legs apart, etc.

Discuss:

1. How the girls succeeded, but the exercise took a long time and lots of concentration.
2. What helped them to succeed?
3. How did they feel?

HEARING DISABILITIES – COMMUNICATING

There are two parts to sounds: loudness and pitch. Loudness ranges from soft to loud. Pitch ranges from high tones to low tones. Both loudness and pitch together produce the sounds we hear. Persons with hearing disabilities usually experience a loss in certain tones or pitches as well as loss in volume of loudness. Hearing disabilities can range from mild to profound and can produce difficulties in communicating with others. Try this activity to simulate communicating with someone who cannot hear and understand speech.

Divide the girls into pairs. Give one girl in each pair a message to communicate to her partner without talking.

Please get me a drink of water.

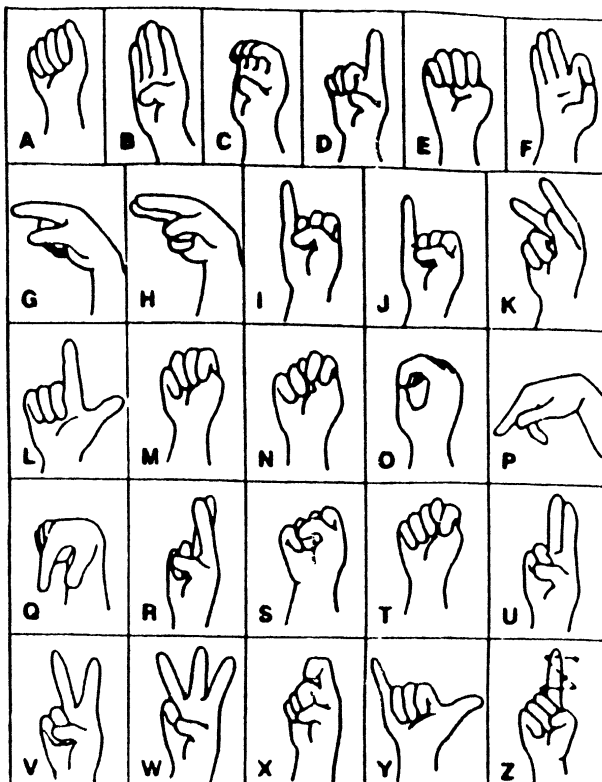
Please get me three books to read.

It's your turn to write on the blackboard.

I have three cats at home.

Discuss:

1. How did they communicate using eye contact, gestures, pointing to objects, writing, etc.?
2. How did it feel to communicate silently?
3. What are some things to remember when communicating with someone with a hearing disability?



Perfect University

Read these instructions to the participants:

Hello citizens. We have gathered you together today to help us with a great undertaking! You have been selected to coordinate and build the **perfect** university for this community. You each will be given money, a credit card, and paperwork to build whatever buildings you'd like. However, we ask you do the following things:

- 1) Select a representative from your group to handle all activities outside of your group.
- 2) Wait for the police officer to escort you to the necessary places to do your paperwork.
- 3) Raise your hand to ask questions and the officer will get to you.

You'll have 20 minutes to complete your task. When you have completed your plan for building the Perfect University, please set an appointment with the City Council Representative to approve it. Winners will receive a prize for their efforts!

Process Questions for the End of the Activity (Approximately 10-15 minutes)

For each group: What was the experience like for you? What was the process you and your group went through?

How did the activity make you feel?

Have any of you experienced similar activities in real life? Tell us about it.

What can you do if you were selected as an RA to positively address issues like this on your floor? In your hall? On campus?

What have you learned from this activity?

Perfect University (for Participants)

YOUR TASK IS TO BUILD THE PERFECT UNIVERSITY. BUILDING PERMITS AND MONEY HAVE BEEN GIVEN TO YOU TO HELP YOU ON YOUR WAY.

YOU MUST PAY A FEE TO APPLY FOR A BUILDING PERMIT.

HERE ARE THE PRICES:

\$1000 FOR ANY ACADEMIC BUILDINGS

\$2000 FOR ANY ACTIVITY BUILDING (STUDENT CENTER, RECREATIONAL, ETC...)

\$3000 FOR ANY DINING HALL

\$5000 FOR ANY RESIDENCE HALL

**IF YOU NEED MORE MONEY, GO TO THE BANK AND ASK FOR A LOAN.
DON'T FORGET TO GET THE POLICE OFFICER TO ESCORT YOU TO THE BANK.**

**WHEN YOU ARE DONE, PREPARE TO PRESENT YOUR PLAN TO THE CITY
COUNCIL REP. SET UP AN APPOINTMENT WITH THEM TO VIEW YOUR PLAN.**

Perfect University Rules

(for Police, Council, Banker, and Rebels)

Police: Your task is to escort people anywhere outside of their circle. If you see anyone roam outside of the circle (except for the pink triangles) put him or her in jail. NEVER PUT A PINK TRIANGLE IN JAIL. Be extra helpful at all times to pink triangles and let them roam outside of the circle unescorted whenever possible. Feel free to be rude to other groups (blue squares, yellow rectangles, and green circles).

City Council: Participants will come to you to get permits signed. Treat them according to the key. Feel free to make everyone except pink triangles wait until you are ready. However, don't forget that we just have 20 minutes for them to finish. If they do get to the point where they finish their university, set an appointment with them. Give all kinds of hassles to other groups. Asking for bribes from other groups is acceptable. You can also use a "Gone to Lunch" sign whenever you want.

Banker: They will come to you for loans. Give pink triangles however much they want. Feel free to ask for bribes from the other groups, but only as a last resort. Make it difficult for them ("Do you have collateral?", etc...) and be as slow as you'd like.

Rebels: Try to rally other groups (other than the pink triangles) to do things like walk to the pencil sharpener at the City Council's desk on their own or ask for more money from the bank. Walk around to see what people are doing and tell the other groups what those groups are doing.

Other suggestions:

- ⦿ If they are unruly, send them to jail.
- ⦿ Don't forget to use body language (don't want to touch minorities, roll eyes, don't trust them).
- ⦿ Slip in a few "you people" comments
- ⦿ When speaking to minorities, exaggerate things and ask to have them repeat what they said.
- ⦿ Do not allow minorities to ban together. If they try to do this, put their leaders in jail.
- ⦿ Assist the pink triangles in any way possible

**Perfect University
Cheat Sheet**

(DO NOT SHOW TO PARTICIPANTS!!!)

Blue Squares = Disabled
(Give them 25,000 to start)

Yellow Rectangles= Homosexual (Give them 18,000 to start)

Pink Triangles= Caucasian
(Give them 100,000 to start)

Green Circles= African-American
(Give them \$11,000 to start)

Privilege Walk

Note on this exercise: Campus diversity is often a prickly issue in part because people are unwilling to deal with their own part in oppression and partly because people aren't using the same language or analysis. This is not a solution to the problems of privilege and oppression or differences and diversity, but it will generate discussion, and that is always a good beginning.

THE EXERCISE: Discuss safely and honesty. This can be an emotional experience for some people, so have everyone agree that this will be a confidential environment and everyone will respect each other's thoughts and opinions during the exercise and the discussion. Begin by having everyone stand in a straight line across the room. Then read each of the following statements. Let participants know that they only have to respond to the questions they are comfortable answering. (Variations: You could also do this activity blindfolded.)

If you...

Are female.....take 5 steps backward

Are Caucasian.....take 1 step forward

Everyone else.....take 2 steps backward

Are under 18.....take 2 steps backward

Have health insurance.....take 2 steps forward

Have a chronic disease or disability.....take 2 steps backward

Are heterosexual.....take 2 steps forward

Everyone else.....take 2 steps backward

If you are bisexual.....take an additional 3 steps
backward

If you are transgender.....take an additional 5 steps
backward

Own a car.....take 1 step forward for each
car

Attended a private secondary school.....take 2 steps forward

Are a freshman.....take 1 step back

Everyone else.....take 1 step forward

Have a high school diploma.....take 1 step forward

Have a parent who graduated from college.....take 1 step forward

Have a job.....take 1 step forward

If you're paid minimum wage.....take 2 steps backward

Are a member of a university athletic team.....take 2 steps forward

Own a computer.....take 1 step forward for each
one

Have parents who belong to a country club.....take 3 steps forward

Are a member of an exclusive club or organization

(i.e., honors society, sorority, fraternity).....take 1 step forward

Were born outside the US.....take 2 steps backward

Speak English as a 2nd language.....take 2 steps backward
 Are ethnically part of an Indigenous group
 (i.e. American Indian or Aborigine).....take 4 steps backward
 If you're fully Indigenous.....take an additional 3 steps
 backward
 Are over 55.....take 1 step backward
 Took a vacation in the last year.....take 2 steps forward
 Use a TDD phone system.....take 5 steps back
 Are able to take a step, forward or back.....take 3 steps forward

Now have everyone turn 180 degrees. Ask them to stay where they are and take a look around for a minute. Then move to sit in a circle and begin discussion.

SOME POSSIBLE PROCESS QUESTIONS:

How did you feel about where you were on the walk?

How did you feel while doing about the exercise?

Does this walk have any validity as a measure of privilege?

Can you identify questions or areas you agree are privilege indicators?

More Discussion Questions and Thoughts:

- Is this university an environment where minorities feel that they can assert their power or is it another place where they will experience oppression?
- Is this a place where minorities feel safe and valued?
- What does it mean for people in privileged positions to be acting out oppression? It's important for us to look inwardly to see how we may be part of systems of oppression.
- Improving campus diversity is not about getting more young, brown, disabled lesbians into school. It's not about numbers; it's about creating a just climate where said people may freely contribute.
- We often think about racism, sexism, heterosexism, ageism, ableism, etc. as attitudes or behaviors individuals have towards one another and that only a handful of bigoted people act this way.
- Question: What comes to mind when I say the word "racist?"
- But the ending "ism" has to do with something being a SYSTEM of oppression. Systems of oppression run throughout all of our institutions.
- Question: What are institutions? Name a few (e.g., education, criminal justice system, banking, housing, etc.).
- How does oppression impact me as an individual? For example, as a white woman I have certain privileges and there are also ways in which I am disempowered. As a white person what are some privileges I receive which people of color don't? As a woman, what are privileges I don't receive that men do? (As a black woman, Asian-American man, etc.)

Intentions: Often people with privilege get angry because they think of themselves as good people who don't intentionally seek to "oppress" other people. In fact we may see ourselves as working for all people's rights. But what we're talking about is something bigger than individuals.

- We're talking about societal power and how it plays out throughout our institutions. We are taught by many things in society about how we are either inferior or superior and because these beliefs are ingrained, it is likely that we will do or say something that is oppressive.
- In this school of thought, there is a distinction made between a system of oppression like racism and prejudice. For example, a person of color may be prejudiced against white folks and think they all really suck, but because s/he doesn't have institutional power, s/he is not a "racist" though is prejudiced. And by definition, all persons fitting a privileged category are "____ - ist" because it has to do with where they fit in society.
- What does this mean for this university- how do -isms play out?

Socio Economic Class Activity

The Scramble

1. Explain to participants that in this activity they will distribute the wealth and power of the world among themselves. This wealth is represented by the 100 pennies. There is only one rule: no participant may touch another member of the group at any time.
2. Arrange the room so that participants have a fairly large area to play the game. Have participants stand or sit in a circle and scatter the pennies evenly in the middle of the circle. Withhold three participants from this part of the activity. Distribute mittens for some participants to wear but postpone discussion of reasons for this until debriefing. **Note:** To emphasize that some start off with more than others, consider giving three or four participants five extra pennies to begin with as well as providing them with special scooping shovels.

At the order of GO, have participants (except the three withheld) gather as many pennies as possible without touching one another. **Note:** Penalties for violations of this rule may be needed, such as removal from the game or payment to the person touched.

3. After all the pennies have been collected, have participants report their wealth to the class. Record participants' names and number of pennies on a board or chart paper under three categories:

- 1) GREAT WEALTH AND POWER (those with six or more pennies—the smallest group);
- 2) SOME WEALTH AND POWER” (those with three to five pennies—the middle group); and
- 3) LITTLE WEALTH AND POWER (those with two or fewer pennies—the largest group).

4. Remind the group that these pennies represent their wealth and power in the world. The amount they possess will affect their capacity to satisfy their needs (e.g., basic education, adequate food and nutrition, good health care, adequate housing) and wants (e.g. higher education, cars, computers, toys, television and other luxury items). Those participants with six or more pennies will have their basic “needs” and most of their “wants” met; those with three to five pennies will have their basic needs met, and those with two or fewer pennies will have difficulty surviving due to disease, lack of education, malnutrition, and inadequate shelter.

5. Tell participants that they may, if they wish, give pennies to others; however, they are not required to do so. Tell them that those who do share will be honored as “DONORS,” with their names placed on the board. Allow a few minutes for participants to redistribute the pennies if they wish. Then ask for the names of those who gave away pennies and the amount each gave. List them on the board or chart entitled “DONORS.” Ask if anyone changed category as a result of giving or receiving pennies and record these shifts on the chart.

Debriefing the Activity

Note: Debriefing is an essential step in this process.

Draw on the following questions to promote a productive discussion. Be sure to devote time to a discussion of changes needed and changes undertaken.

- How did you feel about the way in which the pennies were acquired and distributed?
- Were you treated fairly?
- Did some people give pennies away? Did you give away or receive pennies? Why or why not? How did this feel?
- What determined whether or not people gave away pennies? Knowing what the pennies represented? Having one's name displayed? Feeling guilty? Something else?
- What aspects of this game represented how the world's wealth and power are distributed?
- What about the three participants assigned to groups? Were they fairly treated? Is what happened to them similar to what happens to people around the globe? What sorts of people? Is it just chance where we end up?
- What about the participants with mittens (and scooping shovels)? What kinds of people do the mittens (and scooping shovels) represent? What group did they end up in?
- How did the members of the different groups feel about their situation? Did the recommended plan for fair distribution reflect whether the group had more or fewer pennies?
- After playing this game do you have a better understanding of the situation or attitude of poor people/nations? Of the situation or attitude of wealthy people/nations?
- Why were some people given more votes than others? Was this an accurate representation of those with more or less power in the world?
- Who are the "haves" and the "have nots" in the world today? Which countries are the "haves" and the "have nots"? Who are the "haves" and "have nots" in our country today? In our state or community? Why?
- Should the "haves" be concerned about the situation of the "have nots"? For what reasons? economic? moral/religious? political? Why might the "haves" give money or resources to the "have nots"? Is this a way to solve the problems of poverty?
- What might the "have-nots" do to improve their situation? What are some actions that "have-nots" have taken around the globe and at home to address the inequalities of wealth and power?
- Do you think there should be a redistribution of wealth and power throughout the world? Why or why not? If yes, how would you propose to accomplish this? What principles would guide your proposals for change?
- Do you think there should be a redistribution of wealth and power in this country? Why or why not? If yes, how would you propose to accomplish this? What principles would guide your proposals for change?

Target/Non-Target

Target/Non-Target is a program that addresses the many stereotypes that exist in our society in a manner that is powerful and personal. It is a program that requires those involved to participate by placing themselves in cultural or ethnic groups to which they feel they belong. A group will be announced by the facilitator, participants will self identify as a member of the Target group, cross a line and face the people who do not self identify as members of the target group (the Non Target group), and the facilitator will read a list of stereotyped attributes of the Target group. At the end, there will be conversations facilitated. This is a powerful program and all are encouraged to participate.

Outline

- Welcome to Target/Non-Target
- Rules of the activity
 - No Talking. This is a silent activity.
 - No Laughing. I, as a facilitator will not be saying anything that is funny. Laughing is a defense mechanism and laughing could offend somebody in the room and make them not identify with a Target Group. (You may want to allow the group the laugh now and get it out of their system).
 - The Room is divided into two halves by a line of tape on the middle of the floor. One side of the room is the “Target Area” and the other side of the room is the “Non-Target Area.”
 - At the beginning, everyone should be standing in the Non Target Area.
 - When I read the name of a group, the people who self identify as members of that group are to leave the Non Target Area and enter the Target Area. The people who enter the Target Area should turn around and face the people in the Non-Target Area.
 - People must SELF IDENTIFY – please don’t tell people that they belong to a certain group. It is up to them!
 - Maintain eye contact with participants at all times
 - Once the group has self identified and walked to the Target Area, I will begin reading about this group.
 - I will then ask the Targets to look at the Non Targets, the Non Targets to look at the Targets, and I will have the Target cross back over into the Non Target Area.

Script EXAMPLE (for facilitator):

“Could all “Vegetarians” please enter the Target Area?” After people who identify as being Vegetarian enter and face the Non-Targets you will read the words, putting them into sentences for a more powerful effect. “Vegetarians are hippies. Vegetarians are fakers and hypocrites. People who are Vegetarian are hyper-sensitive and over-sensitive. They think that everything should adjust to them. Targets look at your non-targets. Non-targets look at your targets.” Pause for a second so people can make eye contact. “You may cross back.” Then call your next group and do the same thing.

Group Discussion (after activity)

- When the activity is complete, Facilitators facilitate discussion.
- Questions to ask:
 - How did it feel to stand in the Target Area?
 - How did it feel to stand in the Non-Target Area?
 - Out of all the times you entered the Target Area, which time did you feel the most uncomfortable?
 - Was there ever a time that you stayed in the Non-Target Area, even though you felt that you belonged in the Target Area?
 - Were there times when you were not sure whether or not you belonged?
 - When you looked over into the Target area and made eye contact with someone you know, and the narrator was reading all those stereotypes about your friend, - How did that make you feel
 - How can we recognize when our brain is giving us stereotypes?
 - Why is it important to recognize and understand that we are using stereotypes?

Vegetarians

- hippies
- fakers
- hypocrites
- hyper-sensitive
- (over-sensitive) think that everything should adjust to them

People from the Country

- dumb
- hick
- uneducated
- speak with a tweak
- all have gunracks in their trucks
- huge families
- racists
- dip or chew tobacco

RA's

- on power trips
- don't really care about students, just want free room
- play favorites
- don't have friends to live with
- only hang out with other RA's
- are watching to make sure no one has fun
- don't make mistakes
- don't know how to relax
- don't have a social life

Southerners

- don't talk properly
- uneducated
- uncultured
- racist/all are KKK members
- all are Baptists
- hate the north an yankees
- marry within the family
- chew tobacco
- stupid and slow
- all have vehicles with gun racks
- all are from the country

Smokers

- dirty
- inconsiderate
- stinky
- polluters

Red Heads

- Sexy
- hot headed
- emotional
- strong willied
- harsh/abrasive personalities

Extremely Thin People

- don't take care of themselves
- must be anorexic or bulimic
- are sick
- malnouritoned
- lucky
- exercise freaks

Latin Americans

- thieves
- loud and hang out in cliques
- speak Spanish in front of others to make them feel uncomfortable
- good dressers
- good dancers
- come from large families
- woman are promiscuous sex objects
- men are love Gods

Jews

- stingy or tight with w/money
- always look for a good deal
- going to hell (for killing Jesus)
- oppress women
- have big noses/dark hair
- elitists

Native Americans

- alcoholics
- drug abusers
- lazy
- take advantage of government funds
- milk past oppression to gain favors
- claim the land was stolen from them and now buy into the American mentality of money making by building casinos
- can't be trusted, thieves

Sorority Members

- snobs
- only priority is to find a man to marry
- excessive drinkers that shout rape if they are sexually active while drunk
- are all popular
- have to pay for their friends
- all rich
- are bitter to their rival sororities and are backstabbing to each other

Wealthy People

- spoiled snobs
- racist & superficial
- lazy/have no work ethic
- treat everyone like they work for them
- they expect to buy their way out

People who went to or go to State Colleges or Universities

- are all from (whatever state your college is in)
- they all have jobs outside of school
- all on Financial Aid
- poor or come from low income families
- low SAT scores or low grades in high school
- low academic standards
- only care about getting a diploma and not an education

Exchange Students

- think that the system of education they are exchanging from is superior
- think that Americans are stupid and lazy
- pretend to not understand English
- exclude others and only hang out with other exchange students
- constantly talk about how much better things are in their country

Education Majors

- take easy loads
- put little or no effort into their course work
- learning to become educated baby sitters
- afraid of the hard work of another degree
- take easy A classes
- have homework assignments that consist of cutting out bulletin board letters and learning how to have kids stand in lines and stay seated

Tattooed or Body Pierced

- trashy
- head-bangers
- druggies
- sexually deviant
- smokers
- low class

Environmentalists

- tree hugging hippies
- vegetarians
- young extremists
- hypocrites
- pushy and/or critical

Women

- only good for sex
- too emotional
- can't keep secrets
- use sex to manipulate men
- shallow, airy
- giggly and immature
- materialistic
- insincere and gossipy
- whores and sluts if they have several sexual partners
- weak and need men to take care of them
- % battered by husbands/partners
- caretakers to children
- bad drivers
- less interested in sex than men

People with learning disabilities or ADD

- really just lazy
- stupid
- have no social skills
- hyper
- on medication
- just don't study
- are failing out of school
- blame everything that happens to them on their disability

Black People

- loud and obnoxious
- evangelical Christians
- criminals
- violent
- very emotional
- all come from single parent homes
- have poor role models
- on scholarship
- racists
- lazy
- % on welfare

Fraternity Members

- only join to have a place to drink
- don't care about school, just here to party
- pay for friends
- slobs
- think that they are more attractive to women because they are members
- all haze their pledges
- don't have a true brotherhood because most members don't buy into it

Fine Arts Majors (music, art, voice)

- can't cut it academically
- have an easy load
- aren't serious about life/can't make a career choice
- only social involvement is their field (how many hard science majors act the same way>)
- lazy
- dreamers, and aren't realistic

Students on Financial Aid

- are taking away from everyone else's education
- don't have to be as academically sound as others as long as they are needy
- are lazy and should just work their way through school
- get their aid because of their race, gender, or athletic ability
- don't appreciate their education because they don't have to think about the hardships of paying for it or working for it

People who went to or go to Private Colleges or Universities

- their parents pay their way
- think they are better than everyone
- drive expensive cars
- rich
- snotty
- don't have a job because they still get allowance
- sheltered
- go to school because they knew someone

Blondes

- have more fun
- manipulate men
- stupid or air-headed
- pre-occupied w/appearance
- teases
- sexy
- get what they want because of good looks

People who Wear Glasses

- smart
- understand computers
- read all the time
- teacher's pets
- 4 eyes
- have little or no social skills
- nerds

Children of Divorce

- can't maintain a significant or long term relationship
- have low self esteem
- don't have stable role models
- have a hard time making a commitment to a decision
- % have their own marriages end in divorce
- feel that the divorce is their fault
- accustomed to getting what they want by manipulating the situation

Athletes

- only at college because of athletic scholarships
- get special privileges and a better deal
- need tutoring
- winning is everything
- heavy parties off season
- only care about training and are only at school for sports
- are not career oriented
- obsessed with good health
- on steroids
- males are oversexed
- females are asexual or lesbians
- have eating disorders

Fat People

- lazy
- are not physically capable of taking care of themselves
- slobs/pigs
- eat more than other people
- can't handle high pressure jobs
- don't care about themselves
- over compensate for their weight by being too loud or too quiet
- have very low self esteem
- have never had a loving relationship because they are not attractive to other people or because their self esteem is so low that they are afraid of physical contact.

People with Physical Disabilities

- use their disabilities to gain favors
- are not as bad off as they make it seem
- % on welfare or government aid
- are not normal
- are angry at people who are not disabled
- are not productive
- bitter and have a bad attitude

Administrators

- are afraid of change
- power hungry
- looking out for their own good and not students'
- can't relate to students
- more concerned with how things "look" than how they actually are
- patronize students
- control all the money
- make every decision based on what alumni and parents will think and mask it under "student concern"
- controlling and judgmental
- more concerned with the retention of students than being an educational institution
- think that they should act in the place of the students parents and tell them what is best for them

People who are Pro-Life

- Religious fanatics
- just looking for a cause to fight
- living in the dark ages
- believe that killing unborn babies is wrong but killing abortion doctors is okay
- will not listen
- want to push their values on everyone else
- Anti-feminist
- all men, or they are women who are controlled by a man

Men

- the only social interaction they are comfortable with is sports talk
- insensitive
- considered macho if they have several sexual partners
- believe women are good for only one thing
- feel that women are incompetent
- bad communicators
- afraid to express emotions other than anger
- obsessed with control (self control as well as control over situations)

Asian Americans

- over-achievers
- they push their children too far
- quiet and reserved
- arranged marriages
- trying to take over the U.S. economy
- eat rice with every meal
- either extremely rich or work as servants
- Karate experts
- wise

People who are Pro-Choice

- baby killers
- selfish
- uncaring
- have no morals
- don't listen
- radical feminists
- all women

White Men

- believe that equality and diversity in the work place only takes jobs from qualified people (ie white men) and gives them to others based solely on their race/gender
- they have dominant control over politics and big business and work to maintain that control
- they believe they should be the "head of the house" based solely on their gender
- they believe that a woman who has had several sexual partners is a whore
- % beat their wives or partners
- homophobic
- sexist
- racist
- insecure

Children of Alcoholics

- abused mentally and physically
- % become alcoholics themselves
- have no good role models
- ashamed of their home and family
- care givers and martyrs
- attention getters (to cover up or hide what is really going on)
- easy to manipulate (vulnerable)
- low self esteem
- perfectionists and try to bring order to all the groups and events they are involved in

Black Men

- are all athletes
- irresponsible
- they are not smart academically so they have to rely on others to pass their classes
- they are late
- % abandon their children
- violent
- lazy
- materialistic

Catholics

- believe that all others are going to hell
- girls are a tease
- worship ideals (Pope and Mother Mary)
- are told what to believe and don't think for themselves
- are elitists (stick with their own)
- don't sing

White People

- have power and use it to oppress others
- have never been effected by discrimination and therefor are against equal opportunity employment
- racist
- rich
- are all afraid if they look the wrong way they will be perceived as racist
- % on welfare
- Don't have strong female role modes compared to other ethnic groups

Northerners

- rude, inconsiderate
- talk too fast
- better educated
- superior attitude
- no manners
- impatient
- think all southerners are racist, and that they have moved past racism
- uptight
- no hospitality

Confident Women

- aggressive
- man haters
- over compensate, assuming that everyone around them is looking down
- lesbians
- think they are a man and need to be in charge
- feminist
- want to run everything and tell everyone what their business should be

Christians

- condemning/judgmental
- fundamentalists
- fanatics
- intolerant
- close-minded
- Bible-bangers

Agnostics "those who do not believe in a 'God'"

- Evil, Devil Worshipers
- Going to Hell
- Don't have any sense of spirituality
- have no ethics
- were raised in a bad home
- have no morals or role models

Feminists

- man haters
- can't get a man
- separatists
- trouble makers
- members of militant equal rights groups
- think that everything is in some way sexist
- bitchy
- have no sense of humor
- Nazi feminists
- single or divorced

African Americans

- militant "back to Africa"
- Advocates
- milk the oppression of their ancestors
- rebel against Christianity and turn to Islam because they believe Christianity is holding back the black race
- racist
- wear loud bright orange/yellow and green clothing in order to draw attention to themselves
- form black focus groups in order to separate themselves from others
- they call attention to everything that is not calling attention to black culture, racist

Gays, Lesbians & Bisexuals

- promiscuous
- molesters (or have been molested themselves)
- sexually deviant
- butch and fag
- carry, spread and are responsible for AIDS
- should not be parents
- do not have significant or long relationships
- they choose to be this way
- want special rights
- bisexuals are not able to make up their mind

Understanding Privilege

INTRODUCTORY STATEMENTS:

Privilege is a key element in perpetuating oppressive systems. According to Webster's Dictionary, privilege is "a right, favor, or immunity, granted to one individual or group and withheld from another." By having an oppressor exercising privilege that favors one over the other and not questioning the system or being invested in dismantling it, then oppressive systems are maintained.

We are going to spend some time examining the privileges that we hold. Sometimes we only look at areas that we are oppressed – wanting to focus on others' power and responsibility to change the dynamic. However, it is not always "someone else's" problem. So we want to take a little closer look at the privileges we may or may not hold.

ACTIVITY INSTRUCTIONS:

Participants are given a tally sheet. Participants will listen to each of the privilege statements. If the participant identifies with the statement and feels that it is true, they do nothing. If the participant does not identify with the statement or feels like it is not true for their experience, they will draw one mark signifying that they do not identify with that particular privilege.

PRIVILEGE STATEMENTS:

1. The leader of my country is also a person of my racial group. (*RACE*)
2. When going shopping, I can easily find clothes that fit my size and shape. (*SIZE*)
3. In public, I can kiss and hold hands with the person I am dating without fear of name-calling or violence. (*SEXUALITY*)
4. When I go shopping, I can be fairly certain that sales or security people will not follow me. (*RACE/APPEARANCE*)
5. Most of the religious and cultural holidays celebrated by my family are recognized with days off from work or school. (*RELIGION/CULTURE*)
6. When someone is trying to describe me, they do not mention my race. (*RACE*)
7. When I am angry or emotional, people do not dismiss my opinions as symptoms of "that time of the month." (*GENDER*)
8. When expressing my opinion, I am not automatically assumed to be a spokesperson of my race. (*RACE*)
9. I can easily buy greeting cards that represent my relationship with my significant other. (*SEXUALITY*)
10. I can easily find hair products and people who know how to style my hair. (*RACE*)
11. In my family, it is seen as normal to obtain a college degree. (*CLASS*)
12. If I am going out to dinner with friends, I do not worry if the building will be accessible to me. (*ABILITY*)
13. I can be certain that when I attend an event there will be people of my race there. (*RACE*)

14. People do not make assumptions about my work ethic or intelligence based upon the size of my body. (*SIZE*)
15. When I strongly state my opinion, people see it as assertive rather than aggressive. (*RACE/GENDER*)
16. When I am with others of my race, people do not think that we are segregating ourselves. (*RACE*)
17. I can feel comfortable speaking about my culture without feeling that I'll be judged. (*RACE/ETHNICITY*)
18. I can usually afford (without much hardship) to do the things that my friends want to do for entertainment. (*CLASS*)
19. When filling out forms for school or work, I easily identify with the box that I have to check. (*GENDER/RACE*)
20. I can choose the style of dress that I feel comfortable in and most reflects my identity, and I know that I will not be stared at in public. (*GENDER/APPEARANCE*)
21. If pulled over by a police officer, I can be sure that I have not been singled out because of my race. (*RACE*)
22. My professionalism is never questioned because of my age. (*AGE*)
23. I do not worry about walking alone at night. (*GENDER*)
24. People do not make assumptions about my intelligence based upon my style of speech. (*RACE*)
25. When attending class or other events, I do not have to worry about having an interpreter present to understand or to participate. (*ABILITY/LANGUAGE*)
26. I can book an airline flight, go to a movie, ride in a car and not worry about whether there will be a seat that can accommodate me. (*SIZE/ABILITY*)
27. People assume I was admitted to school or hired based upon my credentials, rather than my race or gender. (*RACE/GENDER*)
28. As a child, I could use the "flesh-colored" crayons to color my family and have it match our skin color. (*RACE*)

PROCESS QUESTIONS:

How did you feel doing this activity?

How was it to consider the number of tally marks you had on your paper?

How was it to notice the tally marks of others around while you were or were not making marks on your page?

What does it feel like to have or not to have certain privileges?

What is privilege? How would you define it?

ONE DEFINITION OF PRIVILEGE:

Privilege is an invisible package of unearned assets which I can count on cashing in on each day, but about which I was "meant" to remain oblivious. In fact, privilege is an invisible weightless backpack of special provisions, assurances, tools, maps, guides, codebooks, passports, visas, clothes, compass, emergency gear and blank checks.

Facilitating *The Skin You're In*

Purpose:

The Skin You're In is a program designed to facilitate discussion about race and white privilege. Many of the questions and points made in this program derive from an article written by Peggy McIntosh called *White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women's Studies*. With the help of strong facilitators we hope to open the eyes of students to issues of power differentials and privilege.

Role of the Facilitators:

This topic can be volatile and upsetting at times, and it is the role of the facilitators to direct the conversation with the emotional atmosphere of the group in mind as the program progresses. We have attached the master list of questions and points that can be covered throughout the program. There is no expectation that the points are covered in the order listed, or even that all the points are covered at all. Some questions will spark conversation and others can be used to curb an emotionally charged room of participants. We trust that any facilitators will be able to recognize the atmosphere in the room and choose the next question appropriately. There is no time limit for any particular question, and the facilitator has the right to end a conversation about a specific topic at any time they see fit. We also ask that whenever possible the facilitators make connections for the participants about issues of power, privilege, race, assumptions, stereotypes, etc.

Agenda for the program:

(This program is intended to be approximately an hour and a half long)

- ❑ Welcome the group and explain the purpose of the program using your own words
- ❑ Establish ground rules as a group
 - ❑ The group should be no larger than 25 people (preferably less) if at all possible.
 - ❑ Explain the necessity for ground rules and allow the participants to set their own expectations of themselves and each other
 - ❑ *If the group seems to be missing essential ground rules, such as honesty, respect, not using attacking language, etc. it is appropriate and expected that the facilitator(s) will interject and add ground rules*
- ❑ Hand-out the slips of paper (provided) randomly to the participants until they are all gone, but ask the students not to open them until asked to do so by one of the facilitators
 - ❑ These slips of papers will be numbered, and those numbers will correspond with the number from the master list attached to this document.
- ❑ Begin calling out whichever number you feel is appropriate to begin conversation and have the student read the paper aloud to the group and respond.
 - ❑ If the student does not feel comfortable reading what is written on the paper aloud or does not want to respond, then ask another participant to read it and/or respond
- ❑ Allow other participants to comment or ask questions whenever a slip is read and responded to.
 - ❑ As discussion gets too heated or dies down move the discussion on by using other slips of paper that will make connections and/or change the atmosphere of the group
- ❑ Throughout the program try to be cognizant of the time and attempt to provide a smooth stopping point, but if that is not possible that is understandable.
- ❑ Finally, conclude the program by recapping the connections made to the best of your ability. Also, strongly urge the participants to take time to reflect and further examine power differentials, privilege, and how they can make a difference.
- ❑ Please be willing to stay after for a few minutes in case students would like to follow-up with you. For the sake of your time, if you need to cushion the length of the program for this, please feel free to do so.

Who Can You Love

Planning Guide

Travis Hill (2002) originally developed this program at Bowling Green State University and it has been adapted from Lakeshia Dowlen's (2001) *The Skin You're In* from Bowling Green State University. Some of the questions given in the rest of the document were taken from an article written by Peggy McIntosh (1998) which is also included at the end of this document. Further adaptations to the content and questions included in this document may be necessary to cater to the needs of the group being presented to or due to changes in society or the current campus environment.

The purpose of this program guide is to outline how to successfully implement the use of *Who Can You Love*. The purpose of the actual program is included in the facilitator's guide (pages 3-6) within this packet. This first section is to provide guidance on what steps will be necessary in implementing this program.

Steps to planning this program

- ❑ The first step is to assess the educational and developmental needs for the group you are targeting
- ❑ Secondly, if *Who Can You Love* is found to be a viable option, the questions listed below should be looked at and adapted based on the needs and developmental level of the expected participants
- ❑ The next step is to develop a list of possible facilitators who would be comfortable with the content of this presentation and be able to effectively manage the facilitation of the program
- ❑ The number of facilitators that you recruit should be based on the estimated number of participants for the program. For *Who Can You Love* to be highly successful there should be no more than 25-30 participants in each group. It is your choice as to if you want 1 or 2 facilitators for each group.
- ❑ After developing the list facilitators appropriate to the expected number of participants, contact the individual facilitators and provide the facilitator's guide (pages 3-6) provided in this packet, you may also want to consider having a meeting with interested presenters to more fully explain the expectations placed on the facilitator.
- ❑ Rooms should be reserved in locations that will accommodate the number of participants expected per group. The rooms should also provide enough space and be set up in such a manner that the participants can see one another throughout the program.

- ❑ After choosing a time, date, and location that works for you, your facilitators, and your expected participants advertising should be created if appropriate (i.e.- if this is a floor program or a residence hall program)
- ❑ One of the necessities of this program is to take the questions (either listed below or adapted from the list below) and print them out. It may be to your benefit to make them larger and spread them out. The purpose of this is to create a bowl, bag, or some other container with the 25 questions on separate sheets of paper to be distributed to the participants. This will have to be done for each group in each room, if the group size is large enough that you will have to split them. The individual questions should be stapled or taped so that when opening them the question can still be read, but so that the participants are unable to read the question before the facilitator asks them to.
- ❑ Facilitator guides should be reprinted for the facilitators to use the day of the program if you have not explicitly asked the facilitators to bring their original guide with them. They will probably also want pens, if for nothing else, to cross out the questions as they are asked.
- ❑ A black board, poster board (or something comparable), a piece of paper, or “sticky notes” may be helpful for creating ground rules during the program.
- ❑ If you do not know who exactly will be attending your program, (i.e.- a hall-wide program) you may need to devise plan on how you will break the participants into groups.
- ❑ If possible, it would be helpful to have someone available to the facilitators in each room in case problems arise throughout the process. The facilitators may need additional resources (i.e.-you forgot to provide the facilitator guide or the facilitators needs a pen or paper) or to answer last minute questions.
- ❑ The program planners may need to adapt these directions based on the needs of the expected participants, the facilitators, or the processes of the institution in which you are working.
- ❑ The rest of the information necessary for *The Skin You’re In* should be found in the rest of this document.

Facilitating *Who Can You Love*

Purpose:

Who Can You Love is a program designed to facilitate discussion about sexual orientation and straight/heterosexual privilege. Some of the questions and points made in this program derive from an article written by Peggy McIntosh called *White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women's Studies*. With the help of strong facilitators we hope to open the eyes of students to issues of homophobia, heterosexism, and straight/heterosexual privilege.

Role of the Facilitators:

This topic can be volatile and upsetting at times, and it is the role of the facilitators to direct the conversation with the emotional atmosphere of the group in mind as the program progresses. We have attached the master list of questions and points that can be covered throughout the program. There is no expectation that the points are covered in the order listed, or even that all the points are covered at all. Some questions will spark conversation and others can be used to curb an emotionally charged room of participants. We trust that any facilitators will be able to recognize the atmosphere in the room and choose the next question appropriately. There is no time limit for any particular question, and the facilitator has the right to end a conversation about a specific topic at any time they see fit. We also ask that whenever possible the facilitators make connections for the participants about issues of power, privilege, homophobia, heterosexism, sexual orientation, assumptions, stereotypes, etc.

Agenda for the program:

(This program is intended to be approximately an hour and a half long)

- ❑ Welcome the group and explain the purpose of the program using your own words
- ❑ Establish ground rules as a group
 - ❑ The group should be no larger than 25 people (preferably less) if at all possible.
 - ❑ Explain the necessity for ground rules and allow the participants to set their own expectations of themselves and each other
 - ❑ *If the group seems to be missing essential ground rules, such as honesty, respect, not using attacking language, etc. it is appropriate and expected that the facilitator(s) will interject and add ground rules*
- ❑ Hand-out the slips of paper (provided) randomly to the participants until they are all gone, but ask the students not to open them until asked to do so by one of the facilitators
 - ❑ These slips of papers will be numbered, and those numbers will correspond with the number from the master list attached to this document.
- ❑ Begin calling out whichever number you feel is appropriate to begin conversation and have the student read the paper aloud to the group and respond.
 - ❑ If the student does not feel comfortable reading what is written on the paper aloud or does not want to respond, then ask another participant to read it and/or respond
- ❑ Allow other participants to comment or ask questions whenever a slip is read and responded to.

- ❑ As discussion gets too heated or dies down move the discussion on by using other slips of paper that will make connections and/or change the atmosphere of the group
- ❑ Throughout the program try to be cognizant of the time and attempt to provide a smooth stopping point, but if that is not possible that is understandable.
- ❑ Finally, conclude the program by recapping the connections made to the best of your ability. Also, strongly urge the participants to take time to reflect and further examine homophobia, heterosexism, privilege, and how they can make a difference.
- ❑ Please be willing to stay after for a few minutes in case students would like to follow-up with you. For the sake of your time, if you need to cushion the length of the program for this, please feel free to do so.

The Complexity of Sexual Orientation

Goal

To show that sexual orientation is far more complex and varied than the four categories "heterosexual," "lesbian," "gay," and "bisexual."

Activity

1. Distribute copies of the [Sexual Orientation Identification](#) sheet and ask students to complete the 10 items silently.
2. Once students have had a chance to answer all questions, ask them to call out the answer to item #1. Most students will have answered "lesbian."
3. Next, ask students to call out their answer to item #2. Most will have answered "bisexual."
4. Then ask students for their answer to item #3, at which point disagreements will probably begin to surface.
5. Discuss the remaining items, most of which will provoke differences of opinion as to whether sexual orientation should be defined by behavior, desire, self-identification, or some combination of the three.

Discussion Questions

Here are some questions sure to provoke a lively discussion:

- If students argue that sexual orientation is defined exclusively by behavior, ask whether virgins have a sexual orientation.
- If students argue that sexual orientation is defined exclusively by self-identification, ask whether a rapist who sees himself as a nice guy should be categorized that way by others.
- If students argue that sexual experimentation should not be considered, ask how much experimentation is permitted before it "counts" (e.g., 6.5 sex acts?).

You might also point out that these questions are difficult to answer not only for the class, but for the people described on the sheet and for researchers who study sexual orientation.

Source

Adapted from Madson, L. (2001). A classroom activity exploring the complexity of sexual orientation. [*Teaching of Psychology*](#), 28, 32-35.

SEXUAL ORIENTATION IDENTIFICATION

For each of the following ten people, check the box corresponding to whether the person is heterosexual (H), lesbian (L), gay (G), or bisexual (B).

☐H ☐L ☐G ☐B

1. A woman who has had a number of romantic relationships with women and is not interested in pursuing relationships with men.

☐H ☐L ☐G ☐B

2. A man who has had several romantic relationships with women and men, though he strongly prefers relationships with men.

☐H ☐L ☐G ☐B

3. A man who is more attracted to men than women although all of his sexual relationships have been with women.

☐H ☐L ☐G ☐B

4. A middle-aged man who has self-identified as gay since his teens but who has twice cheated on his male partner by having sexual encounters with women.

☐H ☐L ☐G ☐B

5. A woman who has self-identified as heterosexual all her life but finds herself sexually attracted to a new female coworker.

☐H ☐L ☐G ☐B

6. A man who married a bisexual woman one year after his male partner died of AIDS.

☐H ☐L ☐G ☐B

7. A woman who self-identifies as a lesbian, is active in the gay rights movement, but has a sexually monogamous relationship with her husband.

☐H ☐L ☐G ☐B

8. A woman who had a sexual relationship with her college roommate a decade ago but has since then had sexual relationships only with men.

☐H ☐L ☐G ☐B

9. A woman who psychologically, emotionally, and socially prefers the company of women over men but whose sexual experiences have been exclusively with men.

☐H ☐L ☐G ☐B

10. A man who has never felt sexually attracted to anyone or had a sexual relationship.

[From UnderstandingPrejudice.org]

Section 4

Community

Implementation

Activities

A Vision of Valuing A Diverse Community

Purpose: *This activity helps staff use their creativity and awareness to imagine a community which truly values diversity and to create action steps in achieving this vision.*

Material: Blank flipcharts (one chart or page for each group)
Multi-colored markers

Time: 25 minutes

Divide the staff into groups of four to six people each. Ask them to do the following:

1. Brainstorm as a group what this community would be like if they had an environment which truly valued diversity.
2. Create a graphic image of their vision and draw it on their flipchart, using multi-colored markers. *(They may want to conceal their image from the other groups for a grand “unveiling.”)*
3. Create two to three action steps which they, as an individual or staff group, can implement that will contribute to achieving this vision.

Have each group present their vision and graphic image to the whole group. Then, have them list their action steps. The other groups can ask questions or make comments.

Summarize by stating that we all want to work and live in an environment where we are free to be who we are, and to be appreciated for our unique contribution. Only by working together, caring about this topic and wanting to create open communities that embrace diversity can we do just that.

Finally, ask each participant to go away with and on their own complete the “Breaking Down Barriers” worksheet (attached). Ask them to focus on individual and staff group actions they can take to break down the barriers to creating diverse communities on their floors. This worksheet should be a continued discussion item for staff members at both staff meetings and individual meetings with supervisors in the coming days/weeks!

BREAKING DOWN THE BARRIERS

Worksheet

Individual ACTIONS I can take to break down the barriers to creating diverse community are:

A few sample action ideas could be...

- Talk to someone you've never talked to before.
- Fight stereotypes by getting to know different kinds of people.
- Reach out to people who are alone.
- Volunteer with a community organization.
- Mentor younger children; give them a hand or advice when they need it.
- Join a new club or organization. Get to know different kinds of people.
- Speak up when you hear someone make a put-down or unfair remark.

Staff Group ACTIONS we can take to break down the barriers to creating diverse community are:

A few sample action ideas could be...

- Start a floor/hall club that brings together people from different groups.
- Work with Area Government to sponsor a community night each week, with sports, homework help or other activities.
- On your floor, replicate some of these dialogues or activities as a part of your floor meetings to address all kinds of issues.
- Get other RAs involved in co-programming to mix up communities.
- Get clubs and organizations to co-sponsor projects and events in the halls.
- As a staff group, create or join a "campus climate" committee that includes both students and administrators (e.g. LGBT Concerns Committee, Alcohol Task Force, etc)

Excerpted from "Mix It Up" Handbook published by tolerance.org