Identity Chart - Dot Exercise

Introduction (15mins)
[] who we are…..why we are here…
[] participants…..name….your role?….what brings you to "the work"?

[] ground rules: discussing difficult topics….an issue of trust and safe space….is that important in a work place?...what would make it easier and safer to open up and talk….list them

- participation is encouraged; people who are generally quiet should try to jump in and those who tend to not have that problem might try to hold back a bit.
- respect for other's opinions and ways that these opinions are put out
- confidentiality and consent
- honesty with sensitivity
- taking risks…to create a safer space
- avoid being judgmental
- try not to crosstalk
- speak from you own experience rather than commenting on someone else's
- stopping the process if you feel that it is not helping you; reassess where we are...
- being confused is okay...bring it up...talk about it...part of growing our awareness.

Are ground rules are okay?  additions?  changes?... agreement to use them.

[] 3 words you would use to describe yourself physically to someone who has never seen you before.

Identity Chart (30mins)

<table>
<thead>
<tr>
<th>race</th>
<th>immigration status</th>
<th>ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>ethnicity</td>
<td>sexual orientation</td>
<td>appearance</td>
</tr>
<tr>
<td>sex</td>
<td>age</td>
<td>health status</td>
</tr>
<tr>
<td>gender</td>
<td>class</td>
<td></td>
</tr>
</tbody>
</table>

[] what do these words represent? ("Identities")

[] do you understand what each identity means? (you need to know in order to vote…) 

[] using the 3 ____dots, vote for the …..

green dots = identities important to you
red dots   = identities where you feel unsafe/discriminated against
blue dots  = identities where you safe
yellow dots= identities around which you have privilege