

## 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)

race	immigation status	ability
ethnicity	sexual orientation	appearance
sex	age	health status
gender	class	

- 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