**Diversity Critical Incidents Activity**

**Medium stress**

**In-person & online**

Suggested use:

This activity would be used best as an “introducing activity,” where individuals can begin to explore the themes of the presentation.

Suggested instructions:

In-person:

1. Separate the whole group into groups of four.
2. Hand out the activity and read the instructions together.
3. Instruct participants to complete the activity as a group.
4. Participants should be given an allotted time (10 minutes) to complete the activity.
5. When time is up, invite participants to share their answers with the whole group.
6. Ask:
   1. What was this activity like for you?
   2. Have you witnessed similar scenarios in real life? Did you act? If not, why? If so, what did you do?
   3. Which scenarios were more difficult than others to process? Why?
   4. What are some daily things you can do to be a model ally in your community?

Online:

1. Provide the handout in advance via email to participants.
2. Organize participants into groups of four in breakout rooms.
3. Have the participants open the document and read the instructions together.
4. Instruct participants to complete the activity as a group.
5. Participants should be given an allotted time (10 minutes) to complete the activity.
6. When time is up, invite participants to share their answers with the whole group.
7. Ask:
   1. What was this activity like for you?
   2. Have you witnessed similar scenarios in real life? Did you act? If not, why? If so, what did you do?
   3. Which scenarios were more difficult than others to process? Why?
   4. What are some daily things you can do to be a model ally in your community?

See attached handout (2 pgs).

**Diversity Critical Incidents**

*Instructions: read each scenario and answer the questions below.*

You are wearing office attire at CVS. You are still shopping but are near the checkout counter. You notice an Asian American woman standing in line, yet others are cutting in front of her.

**What would you do in this situation?**

During a staff meeting, your supervisor introduces the new hires to the room by asking everyone to go around and say their first and last names. One of the new hires says a multi-syllabic name and everyone laughs. A staff member announces, “How about we just call you Dave?”

**What would you do in this situation?**

In a meeting, a staff member delegates tasks to the rest of the room. Frustrated, another staff member says, “Stop being such a slave driver.”

**What would you do in this situation?**

In meetings, you notice that your supervisor often calls on the staff member of color to give his/her perspective on a particular diversity issue.

**What would you do in this situation?**

A group of coworkers frequently refer to the office kitchen as “the ghetto.” You have also heard them use the phrase when they come to other common areas such as when the photocopy machine is broken, the heating doesn’t work, or when there is lunch trash on the tables.

**What would you do in this situation?**

In a neighborhood council meeting, a representative opposes a program idea and refers to it as “gay.” No one in the meeting addresses his use of the word.

**What would you do in this situation?**

You hear loud music coming from a co-worker’s office. The music is loud enough to hear next door. You recognize it as music that repeatedly uses the “N” word. You hear your co-worker singing along with the song and including full use of the “N” word.

**What would you do in this situation?**