

## RESOURCES

\*A four-page resource list (2008) of publications is available from the ELCA at <http://download.elca.org/ELCA%20Resource%20Repository/ResourcesDec08.pdf>

### 1. ONE-TIME RESOURCES

***The invention of race*** a documentary by John Biewen on Minnesota Public Radio (MPR), December 2017 [51:59; audio only]  
([https://www.mprnews.org/story/2017/12/05/the\\_invention\\_of\\_race](https://www.mprnews.org/story/2017/12/05/the_invention_of_race))

#### Videos to prompt discussion:

***Emanuel*** (2019). Documentary by Brian Ivey “On June 17, 2015, a white supremacist walks into a bible study at the Emanuel African Methodist Episcopal Church and guns down nine African Americans.” Distributed by Fathom Events. Learn More:  
<https://www.emanuelmovie.com/home>

***Racism is real*** by Brave New Films [3:04]  
(<https://www.youtube.com/watch?v=fTcSVQJ2h8g>)

***The unequal race*** about affirmative action by the African American Policy Forum [4:04]  
(<https://www.youtube.com/watch?v=eBb5TgOXgNY>)

***The case for reparations***, an interview with Ta-Nehisi Coates on MSNBC [14:08]  
(<https://www.youtube.com/watch?v=T9GnS4Nw4oU>)

Based on an article in *The Atlantic*, June 2015

(<https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/>)

***A national memorial confronts the terror of lynching*** on PBS’s *News Hour* [7:40]  
(<https://www.tpt.org/pbs-newshour/video/lynching-memorial-1524775412/>)

***Report on U.S. racial relations*** by the United Nations working group for People of African Descent--one video report [3:43]  
(<https://www.youtube.com/watch?v=gb6SqayfynY>)

Statement to the media available at

(<https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=17000&LangID=E>)

A related article can be found in *The Washington Post*, September 2016

([https://www.washingtonpost.com/news/worldviews/wp/2016/09/27/u-s-owes-black-people-reparations-for-a-history-of-racial-terrorism-says-u-n-panel/?utm\\_term=.008de4cf258e](https://www.washingtonpost.com/news/worldviews/wp/2016/09/27/u-s-owes-black-people-reparations-for-a-history-of-racial-terrorism-says-u-n-panel/?utm_term=.008de4cf258e))

***Equality vs. equity*** [approximately 15 minutes depending on the group’s awareness]

Please see Appendix A for three pages of pictures to illustrate and prompt discussions about equality vs. equity.

**Four corners exercise** [45 - 90 minutes depending on the size of the group]

Please see Appendix B for instructions for this activity that relates to white privilege, accompaniment and advocacy.

## 2. FIELD TRIPS AND ONE-DAY PROJECTS/EVENTS

### **Field Trips:**

**Festivals, including the Greek Festival, Juneteenth, and lots and lots of others.**

Watch the newspaper and social media.

**Guthrie Theater**, Minneapolis

(<https://www.guthrietheater.org/> )

Watch for shows (as well as speakers and concerts) with themes that attend to issues of race. A Synod Liaison suggested also the works of Sherman Alexie (a Spokane-Coeur d'Alene-American novelist, short story writer, poet, and filmmaker. His writings draw on his experiences as an Indigenous American with ancestry from several tribe)

**Midtown Global Market**, 920 E. Lake Street, Minneapolis, MN 55407

Explore, shop and share an international meal (<https://midtownglobalmarket.org>)

Check the events schedule for special cultural experiences

**Minnesota History Center**, 345 W. Kellogg Blvd., St. Paul, MN 55102

(<http://www.mnhs.org/historycenter>)

***The 1968 Exhibit***

***Somalis + Minnesota***

***Then Now Wow:*** Rondo Neighborhood of St. Paul (3rd floor Gallery; for children, too)

Also note ***Upcoming Special Events***

**Minnesota History Theatre**, 30 E. 10th Street, St. Paul.

<https://www.historytheatre.com/>

Their mission, per website: "The History Theater entertains, educates, and engages through creating, developing, and producing new and existing works that explore Minnesota's past and the diverse American experience. Its work provides a unique lens which links our past to the present, explores our common heritages, and illuminates our understanding of what it means to be American."

### **Museums.**

Check out the curated exhibits at museums around the metro and state with a cultural/ethnic focus.

**Penumbra Theatre**, 270 N. Kent St., St Paul, MN 55102 (<https://penumbratheatre.org>)

“The Penumbra Theatre creates professional productions that are artistically excellent, thought provoking, relevant, and illuminatae the human condition through the prism of the African American experience.”

Note the ***Education***, ***Services***, ***Dig Deep***, and ***About*** tabs

**Pillsbury House and Theater. 35th Street and Chicago Ave. in south Minneapolis.**

(<http://pillsburyhouseandtheatre.org/> )

Many shows attends to issues of race.

**Reconciliation Park, 100 N. Riverfront Dr., Mankato, MN 56001**

([www.visitgreatermankato.com/mankato/explore/history/dakota-monuments/](http://www.visitgreatermankato.com/mankato/explore/history/dakota-monuments/))

“The park is the site of the largest mass execution in U.S. history where 38 Dakota Indians were hanged by the government. This was the result of trials during the U.S.-Dakota Conflict of 1862.”

Note the many resources on the above website.

**Redeemer Lutheran Church. Glenwood Ave., Minneapolis**

(<https://www.redeemermpls.org/> )

Attend the Block Party, or go to worship.

**Sacred Sites Tour, (St. Paul interfaith Network)**

([www.spinterfaith.org/healing-minnesota-stories/sacred-sites-tour/](http://www.spinterfaith.org/healing-minnesota-stories/sacred-sites-tour/))

The tours offer an opportunity to learn about Minnesota history from a Native perspective through story-telling and experiencing the sites in silence/meditation/reflection. Over the past two years, more than 500 participants have taken the tour.

**St. Paul’s Lutheran Church. 2742 15th Ave. S., Minneapolis, MN 55407**

([www.stpaulschurchmpls.org](http://www.stpaulschurchmpls.org/))--Call 612-724-3862 to confirm events

**11 am bilingual services followed by a potluck** on the last Sunday of the month

**La Natividad** with the Heart of the Beast Theater in December

**Semilla Art Project** experiences to create mosaics and murals

**Science Museum of Minnesota, Race: Are We So Different. St. Paul**

(<https://www.smm.org/race> )

“We all know that people look different. Throughout history, those differences have been a source of strength, community and personal identity. They have also been the basis for discrimination and oppression. And while those differences are socially and culturally real, contemporary scientific understanding of race and human variation is complex and may challenge how we think about it. *RACE: Are We So Different?* helps visitors understand what race is and what it is not. It gives them the tools to recognize racial ideas and practices in contemporary American life. Included with museum admission.” Website includes links for an educator guide. Synod RJ Liaisons suggested trying to attend the “Conversation Circle” following experiencing the exhibit.

**Theater Latte Da.** Minneapolis (northeast)

(<http://www.latteda.org/> )

**Theater Mu.** St. Paul

(<http://www.muperformingarts.org/> )

Mu produces great performances born of arts, equity, and justice from the heart of the Asian American experience.

**Youth Performance Company.**

(<http://youthperformanceco.org/> )

“YPC inspires youth and empowers change through bold theater.” Many of YPCs shows include issues of race. Aimed at children and youth, but great for adults, too.

**Projects:**

**AMMPARO** (Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities) (<http://www.elca.org/AMMPARO>)

Resources for education and engagement regarding immigration

(<https://www.elca.org/Resources/AMMPARO>)

**End family separation toolkit**, a continuously updated, comprehensive faith toolkit by the Interfaith Immigration Coalition, which includes 8 actions for congregations

([https://docs.google.com/document/d/e/2PACX-1vSIGbJ\\_hCLNs3qF0h4br7rBfvASsAMQIGqMx12xnMiSdR9jyHHu5Hvi\\_QgR3kD59TYqCaiFAILEyQNA/pub](https://docs.google.com/document/d/e/2PACX-1vSIGbJ_hCLNs3qF0h4br7rBfvASsAMQIGqMx12xnMiSdR9jyHHu5Hvi_QgR3kD59TYqCaiFAILEyQNA/pub))

**Loaves and Fishes, Families Moving Forward, etc.**

Serve in one of these programs and take time to intentionally reflect on the experience, issues of race that may have been part of your experience, your response, the response of others, etc.

**Trinity Lutheran Church-Riverside.** The Cedar Riverside area of Minneapolis.

<http://www.trinitylutherancongregation.org/>

“Nurturing wholeness and holiness in Cedar Riverside” Check out opportunities for tutoring, attending an Iftar, serving Friday coffee after prayers at local mosque, etc. Pastor Jane Buckley Farlee is a good resource for learning more and getting involved.

### 3. FOUR TO SIX WEEK SESSIONS/A SERIES (e.g., LENT OR ADVENT)

#### **ELCA Ethnic Specific and Multicultural Ministries**

(<http://www.elca.org/Our-Work/Congregations-and-Synods/Ethnic-Specific-and-Multicultural-Ministries>)

#### **ELCA Racial Justice Ministries** (<https://www.elca.org/Our-Work/Publicly-Engaged-Church/Racial-Justice-Ministries>)

#### **Breaking the bonds: A workshop on internalized racial oppression\***

**Lazarus at the gate\***, an analysis of the construct that maintains both wealth and poverty in the US, which includes information, Bible studies, bibliographies, and some network referrals for doing work among people living with poverty

#### **One body many members: A journey for Christians across race, culture and class\***

Part I: *One body, similar members*

Part II: *Meeting our neighbors again for the first time*

Part III: *Challenges of diversity*

Parts I, II, and III are downloadable

\*The above resources are available at [www.elca.org/Resources/Racial-Justice](http://www.elca.org/Resources/Racial-Justice)

**Racial justice** reports, resources, working definitions, the social statement, introduction, and study guide are available at <http://www.elca.org/Resources/Racial-Justice#Statements>

**My neighbor is Muslim**, a 7-week study by Lutheran Social Service of Minnesota

Downloadable at <https://www.lssmn.org/services/refugees/my-neighbor-is-muslim>

**Loving our Muslim neighbors**, a lesson plan for Christian Youth Group leaders to use to start interfaith dialogue by Lutheran Social Service of Minnesota

Downloadable at <https://www.lssmn.org/services/refugees/my-neighbor-is-muslim>

**And Who is My Neighbor?** A racial equity study series from Lutheran Social Services  
<https://www.lssmn.org/get-involved/church-partnerships/resources/studies/and-who-is-my-neighbor>

**Can We Talk: Engaging Worship and Culture**, a flexible three part series from the ELCA Worship Office designed to lead a congregation through talking about their worship practices from transcultural, counter-cultural, contextual and cross-cultural perspectives.

[http://download.elca.org/ELCA%20Resource%20Repository/Can\\_We\\_Talk\\_Engaging\\_Worship\\_and\\_Culture.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Can_We_Talk_Engaging_Worship_and_Culture.pdf)

**A Sermon Series** that relates Biblical messages and racism and tells God's message that we are all God's children.

**Online Lent Devotions on Racial Justice.**

**Christ in Culture** monthly movie discussion series.

***Walking in the Dust of Jesus*** Study

***The IDI Bible Study*** Series by Pr. Melissa Pohlman.

***Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing*** by Anneliese A. Singh, PhD, LPC

**Books for a discussion:**

Alexander, J. (2010). ***The New Jim Crow: Mass incarceration in the age of color blindness.*** New York: The New York Press.

Barndt, J. (2007). ***Understanding and dismantling racism: The twenty-first century challenge to white America.*** Minneapolis, MN: Augsburg Fortress.

Available from the ELCA:

<https://www.augsburgfortress.org/store/product/3826/Understanding-and-Dismantling-Racism-The-Twenty-First-Century-Challenge-to-White-America?c=285662>

Bouman, S., & Deffenbaugh, R. (2009). ***They are us: Lutherans and immigration.*** Minneapolis, MN: Augsburg Fortress.

Brown, A. C. (2018). ***I'm still here: Black dignity in a world made for whiteness.*** New York: Convergent Books of Penguin Random House LLC.

Cleveland, Christena (2013). ***Disunity in Christ: Uncovering the Hidden Forces that Keep Us Apart.*** Downers Grove, IL: InterVarsity Press.

Cone, James H. (2011). ***The Cross and the Lynching Tree.*** Maryknoll, NY: Orbis Books.

DiAngelo, Robin. (2018). ***White Fragility: Why it's so Hard for White People to Talk about Racism.*** Boston: Beacon Press.

Duncan, Lenny. (2019). ***Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in the U.S.*** Fortress Press.

Eastman, C. S. (2012). ***Shaping the immigration debate: Contending civil societies on the US-Mexico border.*** Boulder, CO: First Form Press of Lynne Reinner Publishers.

Eastman, C. S. (2017). *Immigration: Examining the facts*. Santa Barbara, CA: ABC-CLIO, LLC.

Irving, Debbie. (2014). *Waking Up White: And Finding Myself in the Story of Race*. Cambridge, MA: Elephant Room Press.

Kivel, Paul (2011). *Uprooting Racism: How White People Can Work for Racial Justice*. B.C., Canada: New Society Publishers.

Kendi, Ibram X. (2016). *Stamped from the Beginning: The Definitive History of Racist Ideas in America*. New York: Nation Books.

Shin, Sun Yung (ed.) (2016). *A Good Time for the Truth: Race in Minnesota*. Minnesota Historical Society.

Stevenson, Bryan (2014). *Just Mercy: a Story of Justice and Redemption*. New York: Random House.

#### **Podcasts:**

**Seeing White** (2017). Scene on Radio. “*Why? Where did the notion of “whiteness” come from? What does it mean? What is whiteness for? Scene on Radio host and producer John Biewen took a deep dive into these questions, along with an array of leading scholars and regular guest Dr. Chenjerai Kumanyika, in this fourteen-part documentary series, released between February and August 2017. The series editor is Loretta Williams.*”

<https://www.sceneonradio.org/seeing-white/>

#### **TED Talks:**

Adichie, Chimamanda Ngozi. [The Danger of a Single Story](#)

Ajayi, Luvvie. [Get Comfortable with Being Uncomfortable](#)

Kaur, Valerie. [3 Lessons of Revolutionary Love](#)

Rucker, Paul. [The Symbols of Systemic Racism and How to Take Away Their Power](#)

Stevenson, Bryan. [We Need to Talk About an Injustice](#)

TED Talk Indexes: [Race](#), [Diversity](#)

## **Films/Series for Discussion**

**Eyes on the Prize** Documentary on the Civil Rights Movement from PBS. Available for free download at archive.org.

**RACE: The Power of an Illusion** Series from PBS. Info at:  
[http://www.pbs.org/race/000\\_General/000\\_00-Home.htm](http://www.pbs.org/race/000_General/000_00-Home.htm)

**Selma: The Bridge to the Ballot** available at <https://www.youtube.com/watch?v=B8-zk6tY-9Y>

**13TH** Documentary by Ava DuVernay. Information available at  
<http://www.avaduvernay.com/13th/>

**The Watsons Go to Birmingham** (2013). *Based on the novel by Christopher Paul Curtis (1963). Information available at <http://www.hallmarkchannel.com/the-watsonsgo-to-birmingham>*

See also ***Troubling the waters ...*** in the next section below (18 sessions for Advent to Pentecost)

## **5. ORGANIZATIONAL CHANGE**

### ***Congregational Racial Justice Teams***

Initially tasked with the formation of racial justice statements, these teams can function as communication conduits for change, hubs for congregational action, and prophetic eyes and voices in identifying and naming racism within the congregation and the broader community.

### ***Emmaus Collective***

Launching in the spring/summer of 2019 this congregational partnership will be committed to quantifiable and actionable racial justice for Christian communities. Shaped in the model of Reconciling in Christ you can see more details at <https://emmauscollective.org/>.

### ***Even the Stones Will Cry Out For Justice***

“A powerful resource for congregations who want to reach out to and embrace people of all races, cultures and ethnic backgrounds” that includes resources for 3-5 Bible study sessions or an all-day retreat (available at <https://www.elca.org/Resources/Racial-Justice>).

### ***Intercultural Development Inventory***

The Intercultural Development Inventory is a tool used by our Unite Table in working with leadership, staff, congregations and individuals in growing their awareness and agility in understanding and navigating cultural difference and commonality. This tool and the subsequent training is designed to develop and grow intercultural competence. Intercultural competence is defined as the capability to accurately understand and adapt behavior to cultural difference and commonality. For more information contact Pastor Melissa Pohlman ([mpohlman@centralmpls.org](mailto:mpohlman@centralmpls.org)) or Pastor Steve Bonesho ([pastor@livingjoylutheran.org](mailto:pastor@livingjoylutheran.org)).

### ***Minnesota Council of Family Relations Conference***

This conference (Nov 6th from 8-4:30 pm) will focus on building resilience across generations and communities with registration and more information available here (<https://mn.ncfr.org/mcfr-conferences>).

### ***Partnerships and Collaboration***

Align congregational efforts with other congregations in one's context or with other congregations in the synod in order to be led by organizations led by persons of color. Collaborate with organizations that are leading in anti-racism and reconciliation work like: Black Lives Matter (<https://blacklivesmatter.com/chapter/blm-minneapolis>), Better Angels (<https://www.better-angels.org>), Sacred Solidarity (<https://www.sacredsolidarity.org>).

### ***Troubling the Waters for Healing the Church***

"[A] resource that is developed specifically for White congregational members and others to help them understand the role that White privilege and internalized White superiority has had in shaping their own attitudes, belief systems, cultures and those of the church and society at large" (available at <https://www.elca.org/Resources/Racial-Justice>).

**6. ADVOCACY** (This could be a one-day action or a series combining education and advocacy.

**Advocacy Actions** (as suggested at the August 20 Racial Justice Liaison Gathering):

#### **Contact Legislators**

For Minnesota State and U.S. Legislators' contact information, go to <https://www.gis.leg.mn/iMaps/districts/>

#### **Court Watching**

The ELCA AMMPARO's Guardian Angels Program (<https://www.elca.org/ammparo>)  
Interfaith Coalition on Immigration (ICOM) ([www.facebook.com/Interfaith-Coalition-on-Immigration-ICOM-132722563511809/](https://www.facebook.com/Interfaith-Coalition-on-Immigration-ICOM-132722563511809/))

### **Letters to the Editors of Newspapers**

Gather for a Letter writing activity to raise the issue to higher concern and increase the probability of publication

Respond to Letters online or submit a response for publication

### **Protest**

Visibly show up at marches

Wear your congregation's or the cause's t-shirts

Bring your congregational banner

### **Lutheran Advocacy Organizations:**

#### **ELCA Advocacy** ([www.elca.org/advocacy](http://www.elca.org/advocacy))

**ELCAvotes: Voting rights** (to sign up for info. (<http://bit.ly/ELCAvotes>))

Overview, factsheets, participation guide & 2 Bible studies ([www.elca.org/votes#](http://www.elca.org/votes#))

Minnesota Voter Registration Information at ([www.sos.state.mn.us/media/3206/voter-registration-reference-guide-2018.pdf](http://www.sos.state.mn.us/media/3206/voter-registration-reference-guide-2018.pdf))

#### **Lutheran Advocacy-Minnesota** ([www.lutheranadvocacymn.org](http://www.lutheranadvocacymn.org))

"Engage With Congress on Family Incarceration and Separation" (8/14/2018)

Follow on Facebook for updates ([www.facebook.com/Lutheran-Advocacy-Minnesota-100113576746897/](https://www.facebook.com/Lutheran-Advocacy-Minnesota-100113576746897/))

**Love of the "Other"** ([www.lutheranadvocacymn.org/migration/](http://www.lutheranadvocacymn.org/migration/))

#### **Lutheran Immigration and Refugee Service (LIRS)** ([www.lirs.org](http://www.lirs.org))

Refugee issues including family reunification & numbers of refugees admitted

#### **Lutheran Social Service of Minnesota** ([www.lssmn.org/get-involved/advocate](http://www.lssmn.org/get-involved/advocate))

Follow on social media for updates (Facebook: [www.facebook.com/lssmn/](https://www.facebook.com/lssmn/))

### **Interfaith Advocacy Organizations:**

#### **Beacon Interfaith Housing Collaborative** (<http://www.beaconinterfaith.org/>)

**Organizing for Bold Action** (<http://www.beaconinterfaith.org/advocate>)

#### **Bread for the World** ([www.bread.org](http://www.bread.org))

**Black August: Criminal justice reform** ([www.bread.org/blog/black-august-criminal-justice-reform-essential-ending-hunger](http://www.bread.org/blog/black-august-criminal-justice-reform-essential-ending-hunger))

#### **Interfaith Coalition on Immigration (ICOM)**

Follow on Facebook ([www.facebook.com/Interfaith-Coalition-on-Immigration-ICOM-132722563511809/](https://www.facebook.com/Interfaith-Coalition-on-Immigration-ICOM-132722563511809/))

Attend a vigil at 7:30 a.m., the second Tuesday of the month, at the Bishop Henry Whipple Federal Building at 1 Federal Dr, St Paul, MN 55111  
After the vigil, observe court

**ISAIAH** (<https://isaiahmn.org/>)

**ISAIAH Sanctuary Network** (<https://isaiahmn.org/category/immigration/>)

Advocacy for immigrant due process and justice

(<https://isaiahmn.org/category/immigration/>)

Accompaniment (e.g., court, I.C.E. check-ins)

**Joint Religious Legislative Coalition (JRLC)** (<https://jrlc.org>)

(E.g. of a 2016 issue, *Improving reentry: Restore the vote* <https://jrlc.org/wp-content/uploads/2017/09/ImprovingReentryRestoreTheVote.pdf>)

### **Additional Advocacy Organizations:**

**American Civil Liberties Union (ACLU)** ([www.aclu.org](http://www.aclu.org))

Federal Advocacy ([www.aclu.org/issues/public-policy](http://www.aclu.org/issues/public-policy))

ACLU Minnesota ([www.aclu-mn.org/](http://www.aclu-mn.org/))

See “Issues” tab; under “Our Work” tab, see “Campaigns” and “Legislation”

**Homes for All Coalition** (<https://homesforallmn.org/>)

“Homes for All is a statewide coalition that advances shared policy initiatives that lead to housing stability for all Minnesotans.”

**National Association for the Advancement of Colored People (NAACP)**

([www.naacp.org/](http://www.naacp.org/))

**Turn Out and Vote** resources ([www.naacp.org/civicengagement/](http://www.naacp.org/civicengagement/))

Follow the NAACP Minneapolis Chapter on Facebook ([www.facebook.com/naacpmpls/](http://www.facebook.com/naacpmpls/))

**Poor People’s Campaign: A National Call for Moral Revival**

([www.poorpeoplescampaign.org](http://www.poorpeoplescampaign.org/))

Minnesota Poor People’s Campaign ([www.mnpoorpeoplescampaign.org/](http://www.mnpoorpeoplescampaign.org/))

Follow on Facebook ([www.facebook.com/mnppc/](http://www.facebook.com/mnppc/))

**Southern Poverty Law Center (SPLC)** ([www.splcenter.org](http://www.splcenter.org))

See “Resources” and “Our Issues” tabs

(There does not appear to be a Minnesota chapter)

## **Appendix A**

### **Equality vs. Equity**

## What do these pictures illustrate?



From Cultural Organizing:

<http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/>

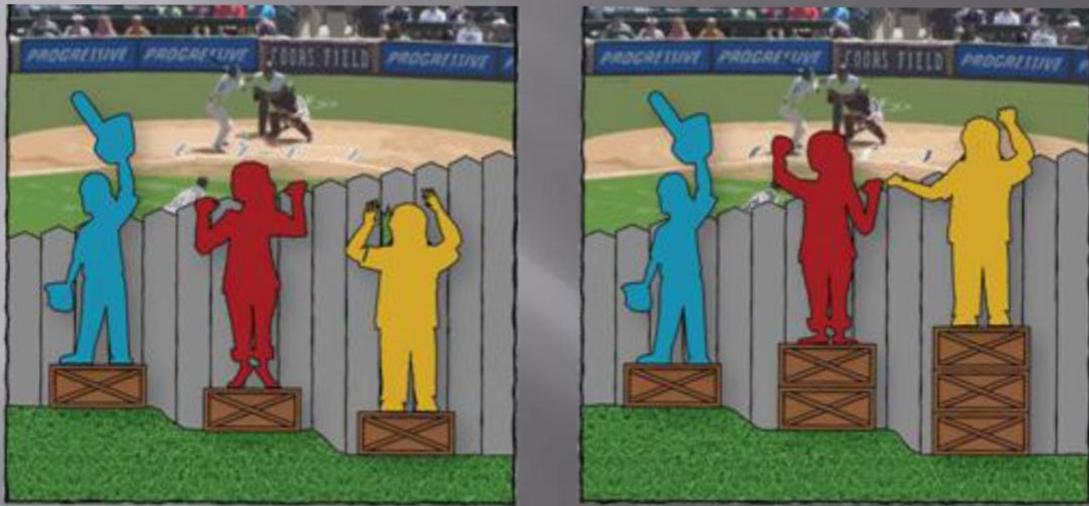
In the first picture, the children are treated equally, but they do not each receive the resources to achieve access and receive what they need.

In the second picture, the children are treated equitably. They receive what the resources for access and to meet their needs.

The various size boxes still imply the problem is with the size of the people and not the systemic exclusion.

*Appendix A continued*

## How are these pictures different?



### What are these illustrations trying to explain or portray?

From Cultural Organizing:

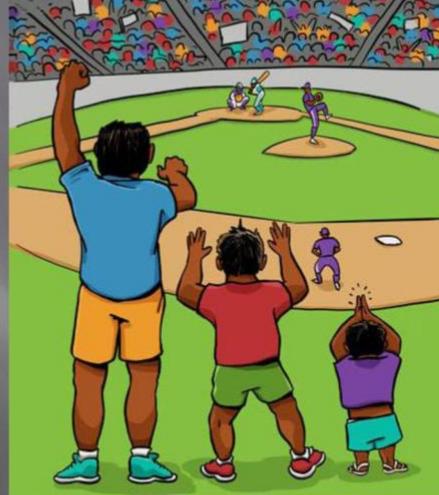
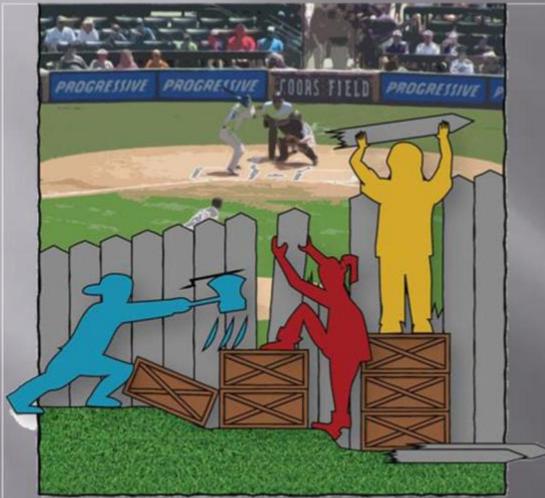
<http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/>

In these pictures, the unlevel ground and the uneven fence illustrate systemic issues that are discriminatory/unequal/unjust and prevent people from the access necessary to meet their needs. Note that the children are equal heights to symbolize that it is not a problem of individuals who are somehow inadequate.

In the first picture, the children are treated equally (i.e., given equal resources). The equal treatment is insufficient to provide them with access and to meet their needs.

In the second picture, the children are treated equitably; they receive the resources they need to overcome systemic barriers.

# What do you think about these?



What title would you give each picture?

From Cultural Organizing:

<http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/>

These pictures indicate dismantling systems and providing access. However, a comment on the website of these pictures asked, "Why aren't they paying admission?"

## Appendix B

### Four Corners Exercise

From the Program on Intergroup Relations, 2007, University of Michigan

**Prior to the arrival of participants, print the following questions on four pieces of paper.**

***Tell about a time when you felt you were oppressed\* or discriminated\* against.***

***Tell about a time when you discriminated\* against or oppressed\* another individual.***

***Tell about a time when you intervened when another person was being oppressed\* or discriminated\* against.***

***Tell about a time when you witnessed oppression/discrimination\* but did not intervene.***

\*Depending on the group, you might use “treated unfairly” rather than “discriminated” or “oppressed.”

### Directions

- § Divide into four groups; a facilitator per group is helpful
- § Tape a paper with a question in each corner of the room
- § Each group begins in a different corner of the room
- § Take turns in the group answering the question posted in the corner
- § Everyone should comment or share in some way (*see Observations on the following page*)
- § Keep answers to 1 – 2 minutes each so that there is time for everyone to respond
- § This is not a time to critique others' comments or actions
- § Keep questions to a minimum at most or none at all
- § When prompted, rotate to the next corner and question
- § Continue to rotate until each group has moved to all four corners and discussed each question

### Four Corners Large Group Discussion Questions

*What are your general reactions to this exercise?*

*Which questions were easiest for you to answer?  
For what reasons do you think this was the case?*

*Which questions were most difficult for you to answer?  
For what reasons do you think this was the case?*

*What did you learn about oppression and discrimination?*

*What did you learn from a community perspective?*

*What did you learn from an individual perspective?*

*Did this exercise prompt you to consider any changes in your behavior?*

*If so, what are the changes?*  
*follow*

*General observations*

### **General Observations with this Exercise**

Often, people who are white have difficulty or are unable to identify any time when they observed discrimination and did not act.

They also have difficulty recognizing when they were the perpetrators of discrimination and oppression.

Most people are quick to identify situations in which they felt they were treated unfairly.

The above are part of white privilege.

Be mindful, there are many characteristics that are targets of discrimination. Some characteristics may not be visibly obvious and/or people may not wish to publicly disclose them.

[End of Appendix B]