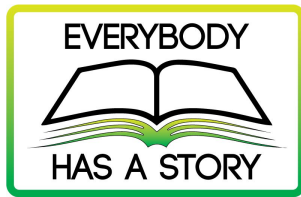


Resource Guide





Introduction:

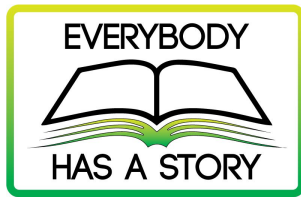
Perhaps you're like me. It seems like everyday, there's something in the news about division in our country. Racial slurs, white supremacy propaganda, Nazi symbolism, xenophobic and homophobic hatred, and the list goes on. Words are painful enough, but shootings? I just don't get it. Perhaps you're like me and you see this on the the news and you want to do something about it, to help, but you don't know how. You know you're not the problem, but you want to be apart of the solution. You're only one person in a world with 7.53 billion people, one tiny drop of water in a big ocean. You're only a teenager, what could you do? What could you know?

The older I get, the more I know I want to be part of the change. I wish there was a way to get people from different backgrounds in one room to talk about the lens we look through in life. Think about it, we don't have these conversations, we don't ask because we are afraid of offending or bringing up a bad time in history, we don't even talk to our closest friends about it. I wish we could have a safe place to foster open communication, to lead to greater understanding, to lead to a ripple in the ocean.

This program is meant to be that safe place. This program is meant to get the conversations going, in the hopes that you carry the information back with you. This packet is a guide on how to have these discussions. Share the information you learn with your friends, in your clubs, activities, and extra curriculars. You might be surprised about what you learn about yourself along the way.

-Abigail Simon

Program Coordinator



Ground Rules:

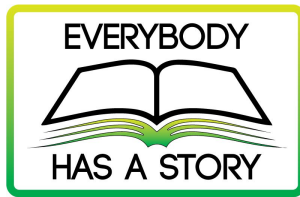
Anytime you bring together a group of people, it is good to have a set of rules and expectations for everyone to adhere to.

- We are here to listen and we are here to understand a different perspective. We are not here to change anyone's religion, sexuality, or political opinions. We are here to gain a new perspective.
- Try to find your voice but allow others to find theirs too. Please wait for someone to finish before you start sharing.
- You might not agree with everything and everyone, but that's okay.

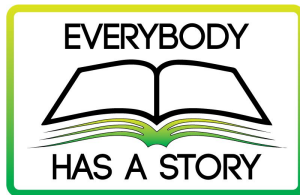
Glossary:

There may be words that come up in discussions that you might be unfamiliar with. This glossary is a helpful resource to find a definition without having to ask out loud. If there is a word not in this glossary please feel free to ask at the end of the event.

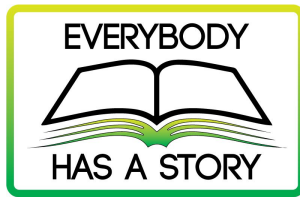
- **Ableism:** Prejudiced thoughts and discriminatory actions based on differences in physical, mental, and/or emotional ability; usually that of able-bodied / minded persons against people with illness, disabilities, or less developed skills / talents.
- **Adulthood:** Prejudiced thoughts and discriminatory actions against young people, in favor of older person(s).
- **Androgynous:** Someone who reflects an appearance that is both masculine and feminine, or who appears to be neither or both a boy and a girl.
- **Advocate:** Someone who speaks up for her/himself and members of his/her identity group; e.g., a woman who lobbies for equal pay for women.
- **Ally:** A person of one social identity group who stands up in support of members of another group; typically member of dominant group standing beside member(s) of targeted group; e.g., a male arguing for equal pay for women.
- **Anti-Semitism:** The fear or hatred of Jews, Judaism, and related symbols.
- **Asexual:** Having no evident sex or sex organs. In usage, may refer to a person who is not sexually active, or not sexually attracted to other people.
- **Bias:** Prejudice; an inclination or preference, especially one that interferes with impartial judgment.



- **Biracial:** A person who identifies coming from two races. A person whose biological parents are of two different races.
- **Bisexual** (adj.): attracted to members of either the male or female sex.
- **Classism:** Prejudiced thoughts and discriminatory actions based on difference in socio-economic status, income, class; usually by upper classes against lower.
- **Color Blind:** the belief in treating everyone “equally” by treating everyone the same; based in the presumption that differences are by definition bad or problematic, and therefore best ignored (i.e., “I don’t see race, gender, etc.”).
- **Discrimination:** Actions, based on conscious or unconscious prejudice, which favor one group over others in the provision of goods, services, or opportunities.
- **Diversity:** The wide variety of shared and different personal and group characteristics among human beings.
- **Drag Queen/King** (n): A man or woman dressed as the opposite gender, usually for the purpose of performance or entertainment. Many times overdone or outrageous and may present a “stereotyped image.”
- **F to M/FTM/F2M:** Female to male. Abbreviation used to specify the direction of sex or gender role change, usually used by those who identify as transsexual.
- **Gender:** The socially constructed concepts of masculinity and femininity; the ‘appropriate’ qualities accompanying biological sex.
- **Hate Crime:** Hate crime legislation often defines a hate crime as a crime motivated by the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person.
- **Heterosexual** (adj.): Attracted to members of other or the opposite sex.
- **Homophobia:** The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be gay or lesbian.
- **Homosexual:** (adj.) attracted to members of the same sex. (Not a preferred term. See: Gay, Lesbian)
- **-Ism:** A social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.
- **Intersex:** 1. A person who is biologically intermediate between male and female. 2. A person with both ovarian and testicular tissue. 3. A person with two ovaries or two testes, but ambiguous genitals.
- **Lesbian:** A woman who is attracted to other women. (adj.) describing such women.
- **LGBTQ+:** Lesbian, Gay, Bisexual, Transgender, Queer, and all other not straight identities.
- **M to F/MTF/M2F:** Male to Female. Abbreviation used to specify the direction of sex or gender role change, usually used by those who identify as transsexual.
- **Multiracial:** An individual that comes from more than one race. An individual whose parents are born from more than one race.



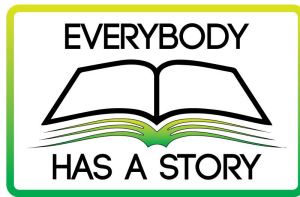
- **Oppression:** Results from the use of institutional power and privilege where one person or group benefits at the expense of another. Oppression is the use of power and the effects of domination.
- **Pansexual** (also referred to as omnisexuality or polisexuality): A term referring to the potential for sexual attractions or romantic love toward people of all gender identities and biological sexes. The concept of pansexuality deliberately rejects the gender binary, and derives its origin from the transgender movement.
- **People of Color:** A collective term for men and women of Asian, African, Latin and Native American backgrounds; as opposed to the collective "White" for those of European ancestry.
- **Personal Identity:** Our identities as individuals-including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.
- **Prejudice:** A preconceived judgment about a person or group of people; usually indicating negative bias.
- **Privilege:** a right, license, or exemption from duty or liability granted as a special benefit, advantage, or favor.
- **Queer:** An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definitional indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: "A zone of possibilities."
- **Questioning:** A term used to refer to an individual who is uncertain of her/his sexual orientation or identity.
- **Racism:** Prejudiced thoughts and discriminatory actions based on difference in race/ethnicity; usually by white/European descent groups against persons of color.
- **Religion:** A system of beliefs, usually spiritual in nature, and often in terms of a formal, organized denomination.
- **Safe Space:** Refers to an environment in which everyone feels comfortable in expressing themselves and participating fully, without fear of attack, ridicule or denial of experience.
- **Sex:** biological classification of male or female (based on genetic or physiological features); as opposed to gender.
- **Sexism:** Prejudiced thoughts and discriminatory actions based on difference in sex/gender; usually by men against women.
- **Sexual Orientation:** one's natural preference in sexual partners; predilection for homosexuality, heterosexuality, or bisexuality.
- **Social Justice:** A broad term for action intended to create genuine equality, fairness and respect among peoples.



- **Stereotype:** Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information, and are highly generalized.
- **System of Oppression:** Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.
- **Tolerance (n):** Acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.
- **Transphobia:** The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be transgender and/or transexual.
- **Transgender:** Appearing as, wishing to be considered as, or having undergone surgery to become a member of the opposite sex. Transgendered people can include transsexuals, cross-dressers, drag kings/queens, masculine women, feminine men, and those who defy what society tells them is appropriate for their gender.
- **Worldview:** The perspective through which individuals view the world; comprised of their history, experiences, culture, : Prejudiced thoughts and discriminatory actions based on differences in physical, mental, and/or emotional ability; usually that of able-bodied / minded persons against people with illness, disabilities, or less developed skills / talents.

Note:

This resource was compiled from existing resources provided by the National Conference for Community and Justice, Oregon State University, Arizona State University – Intergroup Relations Center, and The National Center for Transgender Equality. Furthermore this glossary was narrowed down intentionally to focus on terms that are most applicable to teenagers. The original list can be found at: https://www.uml.edu/docs/Glossary_tcm18-55041.pdf



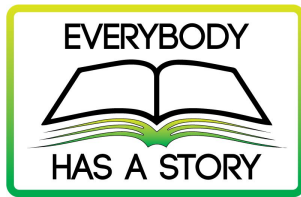
Circle Activity:

The first thing to do is have everyone make a circle. Have each participant share their name and a word that they are feeling before they start.

Then launch into an icebreaker to get people more comfortable with each other. The facilitator will say low risk, not-too-deep or challenging statements, to a group of people standing in a circle. When a statement is said that resonates with you, you will step inside of the circle. For example: "I like rom-coms." If you like rom-coms you would step forward. The leader may call one person to go a little deeper and say "why do you like them?" or "What's your favorite?"

The ideas for questions are endless, you can use this list or tailor it to your specific group. Come to the middle of the circle if you:

- Are a vegetarian
- You are a fan of the Marvel universe
- Have traveled outside the USA
- Have been to a drive-in movie
- Like roller coasters
- You wear glasses/contacts
- Completed anything on your bucket list
- Will be the first person in your family to go to college
- Enjoy watching Netflix
- Subscribed to at least one youtube channel
- Are/were a Girl Scout or Boy Scout
- Like to bake
- Like to cook
- Volunteer
- Ever met a celebrity
- Have ever slept underneath the stars
- Have ever been to a concert
- Are left handed
- Like to read
- Sold anything door to door
- Ate something from your own garden
- Been featured in the newspaper
- Have ever overslept for school
- Gone to see a live musical or show
- Dyed your hair
- Want to dye your hair

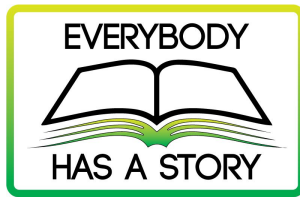


Privilege Walk:

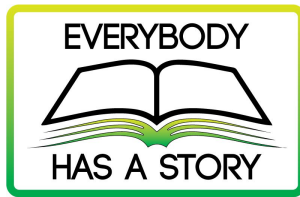
This privilege walk activity helps participants reflect on themselves, their upbringing, their background, and other factors that may have contributed to their success or lack thereof, which can improve how they relate to others. We all have factors that we may or may not be able to control. This activity is designed to highlight how privilege can affect our everyday lives.

As the statements are read by the facilitator, participants will take a step forward or back as the description says depending on whether it resonates with you. If it does not, stay in place. If you are unsure if the statement applies to you or you wish to keep it private, remain in place.

1. If English is your first language, take one step forward.
2. If your family owns a computer, take one step forward.
3. If your household currently employs help as house cleaners, gardeners, etc., take one step forward.
4. If one of your parents were laid off or unemployed not by choice, take one step back.
5. If you ever attended private school from grades 1-12, take one step forward.
6. If you can find Band-Aids at mainstream stores designed to blend in with or match your skin tone, take one step forward.
7. If you have attended schools with people you felt were like yourself, take one step forward
8. If you were taken to art galleries and cultural performances when you were young, take one step forward.
9. If you constantly feel unsafe walking alone at night, take one step back.
10. If you have always assumed you'll go to college, take one step forward.
11. If you were ever made fun of or bullied for something you could not change or was beyond your control, take one step back.
12. If you believe you were treated unfairly because of your race, gender, ethnicity or sexual orientation, take one step back.
13. If you would never think twice about calling the police when trouble occurs, take one step forward.

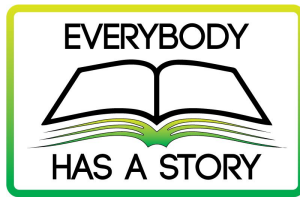


14. If your family owned the home you grew up in, take one step forward.
15. If you rely, or have relied, primarily on public transportation, take one step back.
16. If you need to take a job to contribute to your family's finances, take one step back.
17. If you can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
18. If you ever had to skip a meal or were hungry because there was not enough money to buy food, take one step back.
19. If you feel respected for your academic performance, take one step forward.
20. If one or both of your parents have a college degree, take one step forward.
21. If you have a physically visible disability, take one step back.
22. If you have an invisible illness or disability, take one step back.
23. If you were ever discouraged from an activity because of race, class, ethnicity, gender, disability, or sexual orientation, take one step back.
24. If you have a smartphone, take one step forward.
25. If you ever tried to change your appearance, mannerisms, or behavior to fit in more, take one step back.
26. If you have ever been profiled by someone else using stereotypes, take one step back.
27. If you feel good about how your identities are portrayed by the media, take one step forward.
28. If you were ever accepted for something you applied to because of your association with a friend or family member, take one step forward.
29. If your family has health insurance take one step forward.
30. If you have ever been spoken over because you could not articulate your thoughts fast enough, take one step back.
31. If someone has ever spoken for you when you did not want them to do so, take one step back.
32. If there was ever substance abuse in your household, take one step back.
33. If you come from a single-parent household, take one step back.



34. If you or someone in your extended family suffered or suffers from mental illness, take one step back.
35. If you have been a victim of sexual harassment, take one step back.
36. If you were ever uncomfortable about a joke related to your race, religion, ethnicity, gender, disability, or sexual orientation, take one step back.
37. If you can make mistakes and not have people attribute your behavior to flaws in your racial or gender group, take one step forward.
38. If you have more than fifty books in your household, take one step forward.
39. If your parents have told you that you can be anything you want to be, take one step forward.
40. If you can walk into your house of worship and feel that others do not see you as outsider and/or exotic, take one step forward.
41. If the majority of the staff at your work or students at your school look like you, take one step forward.
42. If you feel you may be teased because of your last name, take one step back.
43. If you choose to wear a religious piece of clothing and have felt judged, take one step back.
44. If athletics comes easy to you, take one step forward.
45. If you have reason to believe you will graduate college without any debt, take one step forward.
46. If your ancestors were forced to come to this country not by choice, take one step back.
47. If you can easily find your identity accurately portrayed in the history books, take one step forward.
48. If your family ever inherited money or property, take one step forward.
49. If you or your parents were born outside of the US, take one step back.
50. If you are able to take steps forward or backward without assistance, take two steps forward.

Adapted from: <https://edge.psu.edu/workshops/mc/power/privilegewalk.shtml>



Debrief:

A debrief afterwards can be helpful for participants to talk through their feelings and thoughts after the walk is over. Questions can be prompted or a free discussion can take place. Some example prompts include:

- What were you feeling about your position throughout the activity and where you ended?
- What questions impacted you the most?
- Are there any questions that anyone would like to expand upon or share with the group?
- What do you wish the group knew about the questions that caused you to take a step back?
- Were there any questions you observed that a majority or specific group of people moved forward or backward?
- Is there a question that you wished had been asked that would result in a step forward or back for you?
- Was there a particular question that really made you reflect and think?
- What are you now aware of that can impact your relationship with yourself and others?
- Were you surprised at where you ended?

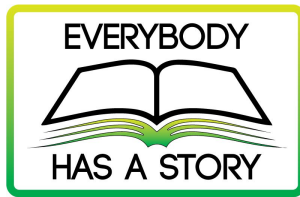


Table Talks:

These small group discussions are intended to make participants think and reflect on their lives and others. Ask everyone to go around and take a few minutes to share with the group about their culture, faith, upbringing, and experiences in life. If conversation lulls you can follow the starter questions printed on cards. Rotate each group after 20 minutes. Have a couple people stay at each table and have the others move on.

Some sample questions include:

1. What is a food that is important to your family's culture? Why?
2. What does a milestone celebration look like in your culture?
3. What do weddings look like in your culture?
4. As a teenager today, how do you feel about the world you will inherit? What do you like? What would you change?
5. Name some ways that you have privilege based off of who you are. What are some ways you are challenged?
6. What is a common misconception about your faith or what do you wish people knew about your faith?
7. Has anyone ever judged you before getting to know you? How did it make you feel?
8. What are some things you could do that would make your community more inclusive?
9. Describe a time that you experienced discrimination at school. How did you handle it?
10. Describe a time where you were a bystander in a discriminatory situation. How did you react?
11. Why do you think it is important to have these conversations?
12. How do you move from tolerance to acceptance?



Conclusion:

At the end of the event, have everyone come together for a final debrief and wrap-up. Participants are welcome to share their overall thoughts as well as dig deeper into a topic they heard. Go around one more time and have participants say a word that they are feeling after the event. Then, make sure to get a big group picture! Pass out these packets so that participants can hold their own events and continue to spread the message and things that they learned.

Thank You:

Thank you for participating in Everybody Has A Story. This program is more important than ever these days. Conversations must be held to foster understanding of each other and ourselves, otherwise we can not move forward as a society.

Sample Itinerary-For 2 Hours:

- Check In
- Welcome
- Circle Ice-Breaker: 15 minutes
- Privilege Walk and Debrief: 25 minutes
- Table Talks: 60 minutes (3 rotations of 20 minutes each)
- Wrap Up: 15 minutes
- Picture: 5 minutes

Times are suggested, but if meaningful conversations are happening don't shut down the program right on time.