

Step In Exercise: Who's in the Room?

This exercise will give us a chance to learn about the many similarities and differences among us and about what feelings those similarities and differences bring up in us. We are going to mention a number of groups. When you hear a group that you identify as a member of, we want you to stand in the circle, and take a moment to notice who is around you, and who is not, before moving back to the perimeter. Likewise, when you are not a member of the group being called, take that moment to look at who is inside the circle, and who is outside with you.

It is OK to be a member of a group, and not feel comfortable claiming that membership here. We are going to start by naming some groups that are fairly low-risk and fairly visible, and then move into more challenging group memberships. We want everyone to push themselves to take a risk. However, it is perfectly OK to keep your membership to yourself if you feel the need to do so. Also, if you know something about someone in the group, please do not push them in. Each person should have a choice about what they choose to share in a group setting, especially at work.

Please step in if you:

General/Warm Up

- spent any time at the beach this summer.
- like sushi.
- are a vegetarian or vegan.
- are a meat eater.
- sent a text to someone in the past two hours.
- generally a quiet person.
- are generally talkative.
- have a Facebook account.
- have a Twitter account.
- Have a tattoo
- Right handed?
- Left handed?
- Ambidextrous?
- Keep kosher
- Have other dietary restrictions based on your culture or religion

Place of birth

- were born in the US
- were born in the South.
- were born on the West Coast
- were born in the Southwest.
- were born in the Midwest.
- were born in another country
- grew up in a rural area
- grew up in an urban area
- grew up in a suburban area

Birth order

- are an only child.
- are a middle child.
- are the youngest child in your family.
- are the oldest child in your family.
- are part of a multiple birth (i.e., twin, triplet).

Family Affiliations

- A parent?
- Adopted?
- Was raised by a single parent?
- Lost a parent?
- Family moved to the U.S. to flee oppression?

Higher Risk Identities and Identities that are Less Visible

We are now going to move into listing some hidden or high-risk identities. Some of our identities are visible, such as being male or female, while others are not visible, such as having bulimia or dyslexia. People may not feel comfortable stepping into the circle, in this group, for some of these identities. It is OK to claim an identity and feel proud of it and still not want to claim that identity at a certain time, and that act does not lessen your identity in that group.

Gender

- you identify as female.
- you identify as male.
- You prefer not to claim a sex or gender

Race/Ethnicity

- identify as Black/African/African-American.
- identify as West Indian/Caribbean background.
- identify as Hispanic/Latino/Latin American
- identify as Asian/Asian-American.
- identify as Caribbean/West Indian.
- identify as Native American/American Indian.
- identify as White/Caucasian
- identify as Italian.
- identify as German.
- identify as Russian.
- identify as English.
- identify as French.
- Identify as bi-racial or multi-racial? (what identities?)
- Identify as any other race/ ethnicity we haven't mentioned?

Religious and Spiritual Affiliation

- if religion was important to you as you were growing up.
- if religion was NOT important to you as you were growing up.
- were raised Protestant.
- were raised Catholic.
- were raised Jewish.
- were raised Hindu.
- were raised Muslim.
- were raised Buddhist.
- were raised Mormon.
- were raised Buddhist.
- were raised Taoist.
- were raised Wikka.
- were raised Atheist.
- were raised Agnostic.
- were raised a religion that hasn't been mentioned.
- have or have had a friendship with someone from a different religion.
- have or have had a friendship with someone from a different ethnic background.
- are or have been in a dating relationship with someone from a different religion.

- are or have been in a dating relationship with someone from a different ethnic background.

Socio-Economic Status

- were raised with less than enough money (refers to socio-economic status).
- were raised with more than enough money.
- were raised with enough money.

LGBTQ

- know someone who is gay, lesbian, bisexual or transgendered (LGBTQ)
- have a close friend or family member who is LGBTQ
- If there is anyone who identifies as LGBTQ, we would like to give you the chance to step out and proudly share.

Ability: Disability = something that has the potential to impair your day to day activities. It could include allergies, glasses, contact lenses, learning differences as well as blindness, deafness, etc.)

- Has or has had physical disability?
- Has or has had a learning disability, such as dyslexia or another?
- Has or has had an addiction, such as to alcohol or another drug?

Language

- Grew up with English as their first language
- Grew up with another language as their first, other than English
- Now speaks another language than English

Other

- Were a minority in your neighborhood
- Were a minority in your schools growing up
- Have been or are in an intercultural relationship

- Anyone who has visited another country cross the room or line
- Anyone who is female
- Anyone who prefers day to night
- Anyone who has never flown
- Anyone who owns your own car
- Anyone who since his/her first year of high school has been in love and been hurt
- Anyone who has ever been in a fight to prove you were tough
- Anyone who has received a 3.5 GPA or higher last semester/quarter
- Anyone who received lower than a 3.0 GPA last semester/quarter
- Anyone who considers him/herself a Democrat
- Anyone who considers him/herself a Republican
- Anyone who considers him/herself a Socialist
- Anyone who is the oldest in the family
- Anyone who is the youngest in the family
- Anyone whose natural parents have divorced
- Anyone who has had one or more of their parents pass away
- Anyone who is adopted
- Anyone who would describe his or her family as blue collar or working class
- Anyone who would describe his or her family as middle class
- Anyone who would describe his or her family as upper class
- Anyone who sometimes has low self confidence
- Anyone who sometimes feels lonely
- Anyone who would like to lose 10 lbs or more
- Anyone who would have plastic surgery if given the option
- Anyone who is comfortable with their outer appearance
- Anyone who is a person of color
- Your primary cultural identity is American.
- You have felt that you have to work harder to succeed because of your gender or race.
- You have felt that society expects less of you because of your gender or race.
- You have felt that people of other races or genders often misunderstand you.
- You have been denied employment or treated unfairly in a work setting because of your ethnicity, race, gender, or sexual orientation.
- You have been called names, afraid of violence or otherwise mistreated in a social setting because of your race or ethnicity.

- You have felt at times that if you could, you would change your ethnicity
- If you could, you'd abolish racism.
- You grew up in a community where yours was the predominant ethnicity or culture.
- You consistently spend time with people who are not of your culture or ethnic background.
- Your closest friend is of a different ethnicity or nationality than you.
- You consider yourself color blind when relating to other races.
- You feel that you do not fit into most stereotypes of your race or culture.
- You have at times felt disconnected within your own race or culture.
- You prefer to marry within your ethnic group or culture.
- You are often in situations where you are educating others about your ethnicity.
- You have seen members of your ethnic group portrayed on TV in degrading roles.
- You have felt uncomfortable about a joke related to your race/ethnicity.
- Anyone who feels that h/she knows very little about hi/her cultural heritage
- Anyone who has told a joke about gay, lesbians, bisexuals, or individuals who are trans-gendered
- Anyone who believes it is alright for someone to have a date of the same gender at a social event
- Anyone who identifies as being gay, lesbian, bisexual or trans-gendered or has a friend or family who identifies as gay, lesbian, bisexual, or trans-gendered
- Anyone who has used a sexual orientation slur such as faggot, queer, dike
- Anyone who feels being gay, lesbian, bisexual, or transgender is a not a choice
- Anyone who feels that individuals are born gay
- Anyone who is choosing to abstain from sex until marriage
- Anyone who has experienced the effects of alcoholism in their family
- Anyone who has experienced the effects of drug addiction in their family
- Anyone who has a friend or relative who has attempted to commit suicide
- Anyone who has had a friend or relative to commit suicide
- Anyone who has a friend or relative who has been sexually assaulted or abused
- Does anyone have any other questions that they would like to ask the group?

Facilitation Questions

- ✓ Are there any other groups that we have not mentioned that someone would like to state, or claim membership in?
- ✓ What came up for you as you considered whether or not to step in for any of these identities?
- ✓ For what groups was it difficult to step in? Why?
- ✓ For what groups was it easy to step in? Why?
- ✓ How did it feel to be the only one or one of few in a group?
- ✓ How did it feel to be one of many in a group?
- ✓ How did it feel to see no one step in for some groups?

Final question:

- ✓ How often do any of these identities come up as you navigate your daily work and personal life?