

## **Getting A Second Opinion**

FACILITATION GOAL: EXAMINE HOW UNCONSCIOUS BIASES MAY INTERFERE WITH OUR ABILITY TO RECOGNIZE THE UNDERLYING PROBLEM.

Instructions: In small groups, discusses the following:

A. What are prevalent biases and stereotypes that impact your issue area?

B. Do any of these biases prevent you from seeing the structural, non-individual, basis of differential outcomes? What does this suggest for identifying problems and developing solutions in the work that you do?

## Lifting Up Values In Your Stories

FACILITATION GOAL: PRACTICE TELLING STORIES THAT MAKE SPACE TO HAVE A CONSTRUCTIVE CONVERSATION ABOUT RACE AND THAT CREATE A SHARED AND URGENT NEED TO ACT.

Instructions: Research suggests that these values are deeply held in the United States:

Equity	Linked Fate	Opportunity	Security	Redemption
Mobility	Liberty	Fairness	Community	Unity

Since research strongly suggests that order matters when talking about structural racialization, try using this framework to develop your story<sup>i</sup>. What values do you want your story to lift up?

<b>Lead with Values</b>	
<b>Counter reality that reinforces “WE”</b>	
<b>Define “WE” to be inclusive</b>	
<b>Values based, National calling to act</b>	
<b>Offer/Solution</b>	

## Revealing Biases, Lifting Up Shared Values

FACILITATION GOAL: EXAMINE MEDIA MESSAGES THAT PROACTIVELY ADDRESS UNCONSCIOUS BIAS BY REINFORCING CONSCIOUS VALUES.

Instructions: After watching the videos, in small groups, discuss the following questions.

A. What unconscious **biases** are challenged by the following videos?

B. What conscious **values** do the videos reinforce?

C. What **anxieties** are made conscious?

“Team USA” and “All God’s Children”:

<http://www.youtube.com/user/a4americanvalues#p/u/2/2xXOzXJSTbY>

“I am an American”:

<http://www.westenstrategies.com/ads/political-ads.html>

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<sup>i</sup> Casey, A.E. (2006). Race Matters toolkit, How to Talk About Race. Retrieved from <http://www.aecf.org/KnowledgeCenter/Publications.aspx?pubguid={0A76c6ca-93a3-4f2e-b58b-5db2585be938}>; and Center for Social Inclusion for The Kirwan Institute's Diversity Advancement Project (2005). "Race, Framing and the Public Conversation on Diversity. What Social Science Tells Advocates About Winning Support for Racial Justice Policies: Thinking Change". Retrieved from <http://www.centerforsocialinclusion.org/publications/?url=the-diveristy-advancement-project-thinking-change>