# Microaggression Role-Play Activity

We’ll break into groups of 3-5.

Each person in your group will play a role.

* One person will be the “microaggressor”
* One person will be the “responder”
* The other(s) will be the “observers”

We will rotate through these roles for each Scenario.

HINT: There are no ‘wrong’ answers ☺ and (unfortunately!) no cash prizes.☹

To start:

All group members read the Scenario and take 1-2 minutes to decide how they would each choose to respond. You can use [Responding to Microaggressions – Summary](https://wahlandassociatesllc.com/reference-materials) as a reference.

Then:

The “microaggressor” will speak their part and improvise their role in a dialog with the “responder”

The “responder” will use skills from our discussion to practice responding.

The “observer(s)” will observe the interaction, take notes on what worked well, and will then lead a 1-2 minute discussion with the group for any suggestions/ feedback for the “responder”. The responder can then take another minute to practice again, incorporating the feedback.

Switch roles for the next Scenario.

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Please keep notes on these to potentially share important learnings or questions with the larger group.

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| |  | | --- | | SCENARIO 1  The "microaggressor", several colleagues, and the "responder" are on a Zoom call. The group has just been asked a question by the leader of the discussion and you are a couple of sentences into your response when the "microaggressor", someone you don't know well but will definitely need to work with over the coming year, jumps in and commandeers the conversation with the leader:  ***"Oh I tend to agree, but here's what I'm thinking. What if we take that a step further? I've just been taking a few notes and can have some slides pulled together by the next meeting. Let me walk you through it really quickly..."*** | | SCENARIO 2  The "microaggressor", an older white person that you've seen but don't really know well, comes into a dining center and asks our site manager, a person of color, **"Can I talk to your boss -- the person in charge?"** | | SCENARIO 3  The "microaggressor" and the "responder" are acquaintances in a small group discussion at a fundraiser. A comment is made about the diversity of the crowd in attendance. The "microaggressor", a white person, proudly declares to the group: ***"I don’t see people in terms of race. We’re all part of the human race."*** | | SCENARIO 4  A work event is scheduled for the end of the day. You are in earshot of an all-female group of colleagues that has gathered and is discussing the event. An older, male colleague you all know well walks by and, hearing the discussion, comments good-naturedly:  ***"I guess all you girls are going over together? See you over there."*** | | SCENARIO 5  A group of new volunteers is talking about the challenge of affordable housing in Portland. You are standing next to the group and overhear the "microaggressor" say: ***"Everyone can succeed in this society, if they are willing to work hard enough."*** | | SCENARIO 6  There are some relatively new colleagues on your team at work, including some racially diverse team members. While the team is chatting and getting to know each other better, the "microaggressor" asks a new colleague of color:  ***"So where are you from? Your English is great."*** | |