



## *Aspects of Identity* Facilitation Guide

Designed to stimulate and enhance student discussion about diversity.

Activity Time Commitment: 15 minutes

Discussion Time Commitment: 30 minutes

Materials Needed: Handout, wall signs, adhesive stickers

- Place signs in alphabetical order around the room at about head height on the wall. These categories include the following:

Disabilities

Appearance

Ethnicity

Gender

Sexual Orientation

Age

Educational Background

Family Status & Married/Divorce Status

Religion/Spirituality

Socio-Economic Status

- **Before you begin, make sure to read the script to the group, as written.**
- As questions are read, participants will go to the sign that is the aspect of their identity that is the best answer to the statement. Participants must pick one and only one. There is no right/wrong answer. Respect those who are participating. Suspend judgments.
  - Remind group this is a silent activity. NO TALKING while moving around.
  - After a question is asked, walk to the aspect that most fits the statement.

### **Activity Questions:**

- What aspect of your identity do you feel most comfortable discussing?
- What aspect of your identity do you think most about?
- What aspect of your identity do you feel least comfortable discussing?
- What aspect of your identity do you think least about?
- With what aspect of your identity have you experienced the most joy?
- With what aspect of your identity have you experienced the most pain?
- What aspect of your identity do you feel is most invisible to others?
- What aspect of your identity do you feel the most judged by?
- What aspect of someone else's identity do you feel to judge the most?
- What aspect of your identity do you have to defend the most?



## Aspects of Identity Discussion

### Reiterate Ground Rules:

- o Respect those who are participating. Suspend judgments.

### Discussion Questions:

- o How did this activity feel?
- o How did it feel to be in a category by yourself?
- o How did it feel to be forced to respond and pick one?
- o Was it a difficult experience to reflect on the aspect of your identity that made you experience the most joy v. the most pain?
- o Would this experience have been different if it hadn't been silent?
- o Did you ever surprise yourself with one of your choices?
- o Were you ever conscious of wishing you could explain to people around you during the experience why you were making a specific choice?
- o What part of this experience stirred the most emotion in you?
- o Did anyone discover that the aspect for which they felt most judged was also an aspect that for which they judge other people?
- o What got under your skin?
- o What did you learn about yourself?
- o Why is this included in this program?
- o How would this experience be different if you were not all asked to remain silent?
- o What is the one thing that you will take from this experience?



## introductory script

We're going to begin an experience called Aspects of Identity. Over the next several minutes, I'll be inviting you to directly and personally consider a series of questions about the various aspects of identity that you see posted around the room. I will ask all of you to respond to a series of questions not with words, but by silently and thoughtfully walking over to the area of the room with the sign for the aspect of your identity that best fits your honest response to each question.

For example, if I were to say, "Which aspect of your identity do you feel other people notice about you first," many of you might walk over and stand beneath the sign that says "Appearance." That is all that is required. We will allow a few moments for everyone to move under the sign of their choice, then we will pause for a moment to observe, acknowledge, and witness before I pose the next question.

*I ask that everyone remain completely silent during this activity. Please resist any urge to comment, explain, or qualify your responses. Also do your best to refrain from making judgments or conclusions about other people's responses. We will have some time afterward to process and discuss, so you will have an opportunity to share thoughts, feelings, and observations. But during the activity, please do not speak at all. Do I have everyone's agreement on that? If so, please indicate your agreement by giving me a thumbs up sign.*

I will tell you in advance that while the questions are personal, they are also general, so you will not be asked to reveal anything specific about your life experiences. Thank you in advance for respecting each other.



## room set up for Aspects of Identity Workshop

