

# FIRST BREAKOUT (12 MIN)

Instigator: "Your English is fantastic."

## SITUATION

In groups of three, one will instigate, one will be the recipient, and one will observe.

Each person gets four minutes to choose their response(s), debrief, and then rotate

## CHOOSE YOUR RESPONSE (some examples provided):

### DE-ESCALATE

Start with "I feel" statement

Lead with empathy

### QUESTION

Address the instigator (*"Why would you say that?"*) OR Address the statement (*"Why wouldn't you assume otherwise?"*)

### EDUCATE

*"I'm not sure if you knew this, but the assumption that I wouldn't speak English well is really hurtful to me."*

### CONFRONT

*"That is incredibly ignorant."*



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# SECOND BREAKOUT (12 MIN)

Instigator: "Go back to [insert country]!" OR [choose your own microaggression]

## SITUATION

In groups of three, one will instigate, one will be the recipient, and one will observe.

Each person gets four minutes to choose their response(s), debrief, and then rotate

## CHOOSE YOUR RESPONSE (some examples provided):

### DE-ESCALATE

*"I get you're angry. But what does anger solve?"*

### QUESTION

*"Would your mother/child be proud of you right now?"*

### EDUCATE

*"You might not know this but there are plenty of [country]-Americans here. And we are just as American as you."*

### CONFRONT

*"Why do you think that I am from [XYZ country]? You idiot – I am from [insert hometown]!"*



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