Grey Space: Individual Exploration

*A Lunch & Learn Presentation*

* **Provide Questionnaire Upon Entry-Grey Space Individual Worksheet: 5 minutes**
  + *Return survey prior to activity*
* **Introductions: 5 minutes**
  + Who, Where, & Why
* **Review & discuss: Grey Space Individual Worksheet** 
  + - Each participant receives a questionnaire and rates each situation from 1 = very comfortable to 5 = very uncomfortable.
    - Each participant then writes their scores for each subscale on individual post it notes and adds them to the subscales around the room
    - Group discussion then follows
* **Questionnaire Discussion: 20 minutes**
  + On which section did you score the lowest? Highest? Or are all your scores similar? Why do you think that happened? Do you feel surprised, disappointed, or satisfied by your results? Why?
  + What experiences have you had that may have contributed to the way you answered the questions?
  + What does it mean if someone reports feeling uncomfortable in the situations described on the questionnaire?
  + **Time Check: 12:20pm**
    - *Does it suggest that the person is biased in certain social situations? Why or why not?*
* **Activity: 15 minutes**
  + GOAL: The largest group without witches wins!!!
  + Imagine the group is transported to Salem MA in the late 1800s. Assign each group member the title of “witch” or “ordinary citizen.”
  + Instruct each group member to act according to their assignment without obviously giving away their role. If the witches are caught they are punished and isolated.
  + Group members must try to organize the largest group possible without a witch present in the group.
  + *Witches are then asked to identify themselves by raising their hands.*
* **Discussion/Follow-up questions: 15 minutes**
* **Time Check: 12:40pm**
  + What tools did you use to identify other group members?
  + How did it feel to be questioned?

*Transition to STL Community and Connect Back to Race!*

* + How do you apply this scenario to racial identity and inclusion? Any examples to provide?
  + Does this exercise divide the community? Does this show us anything about how our own community in St. Louis operates?
  + *Now what will you be aware of? What will you do differently?*
  + Reflect on each subscale from the worksheet: Family, Workplace, Community, Peers/Social, and Individual
* **Local Tools and Resources: 5 minutes**
* *Post Test and Evaluation Provided and Completed During Sharing of Resources*
  + Ted Talks:
    - Amy Hunter
      * *Lucky Zip Codes*
      * *A Wakanda Education*
    - Mellody Hobson
      * *Color blind or Color brave?*
    - Verna Myers
      * *How to overcome our Biases? Walk boldly toward them.*
  + Newsletters:
    - *Mouse and the Elephant*
    - *Fake Equity*
  + Books:
    - *Waking Up White* by Debbie Irving
    - *The Hate U Give* by Angie Thomas
    - *Between the World and Me* by Ta-Nehisi Coates
  + Future trainings and events:
    - Grey Space Race and Inclusion Series: Workplace Exploration
      * July 10th 12:00pm-1:00pm
    - STL Area Social Justice Events Calendar
      * <https://www.racialjusticestl.com/>