

Scenarios for Equity & Inclusion Discussions

CBS January 15, 2021

Scenario Part 1

You are attending a statewide professional development event that includes an equity event after the lunch hour. While the facilitators of the event have woven equity concepts through the topics during the first part of the day, there is a specific equity focused event in the afternoon. The event requires all participants to break into small discussion groups.

During your small group conversation, another person in your group says, “If all we think about is equity, how do we get to the stuff that matters? I’m here to teach students to speak English, I don’t have time for all of this other stuff. It’s not my job.”

Scenario Part 1 Questions:

- What is concerning about the statement?
- What is your priority in this scenario?
- What is a way you could respond?
 - To the speaker
 - To others impacted

Scenario Part 2

The small group conversation continues, and soon all participants are in a large forum again. When asked to debrief on the conversations, the same participant from your small group laments, “There would be no racism and need for equity if we just stopped talking about it! We all bleed red, which is all that matters. These sort of discussions are divisive and create more problems than they solve. My family never owned slaves, and I am not responsible for what people did a long time ago. The word racism meant something at some point in time, but now it is just a slur against white people.”

Scenario Part 2 Questions:

- What is concerning about the statement?
- What is your priority in this scenario?
- What is a way that you could respond?
 - To the speaker
 - To others impacted

Scenario Part 3

Now assume that this scenario is not a part of a statewide professional development event, but a department meeting.

- How do your priorities change?
- How do you respond?
- What is the follow-up?
- Are there resources or support you would need to engage in an effective response? If so, what?