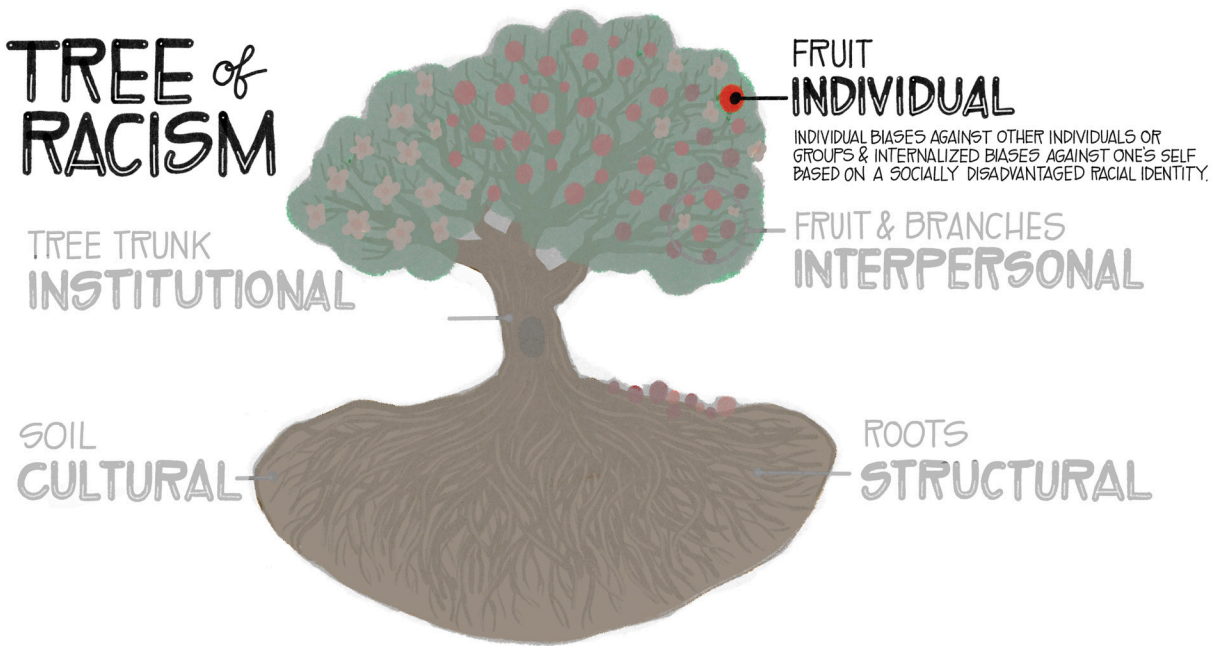


Activity #3: Examining The Fruit *Individual/Personal Racism*



Purpose: This activity is meant to be an honest and reflective exercise with the goal of surfacing the individual biases you've internalized.



Time: This activity will take approximately one hour of individual reflection time.



Process:

1. **Getting Started (10 min.)**

a. Think about your early experiences with race or racism. Journal your responses to the following questions:

i. What did these experiences teach you about your race?

ii. What did they teach you about other people's race?

iii. What did they teach you about racism?

iv. As a result of these experiences, what beliefs have you internalized about yourself (and those in your race) or others (those of other races)?

b. After you've finished journaling, move to the next step in the process.

2. Speculating about the Meaning (15–20 min.)

a. Review your responses to the first set of prompts and challenge yourself to go deeper.

Answer the next set of prompts:

i. As a result of your experiences navigating a racialized society, what biases do you think you hold about people who are like you?

ii. What biases do you think you hold about people who are not like you?

iii. How do you think these internalized beliefs show up in your day-to-day life?

iv. Are you able to recognize when your internalized beliefs are manifesting in your life? If yes, explain how.

b. After you've finished journaling, move to the next step in the process.

3. Exploring the Implications on Your Work and Life (15–20 min.)

a. Review your responses to the second set of questions and challenge yourself to go deeper.

Answer the next set of prompts:

i. How might these internalized beliefs impact your work?

ii. How might these internalized beliefs influence who you interact with and who you don't?

iii. How might these internalized beliefs affect whose advice you seek OR whose perspective you value?

iv. If you find that you are unaware of how these internalized beliefs impact your work, ask yourself the following questions:

- What can you do to raise your awareness of your own internalized beliefs?

- Is there someone who would be willing to help you identify your internalized beliefs?



v. **ACTION:** Based on the responses to questions 1–4, make a list of steps that you can take to increase your awareness of your internalized beliefs. If you've identified someone who can be your accountability buddy, invite them to partner with you to help you identify when you may be acting out of your internalized beliefs.

4. Optional Individual Debrief on the Process (5–10 min.)

a. Reflect on the process and journal your answers the following questions:

i. What feelings did you have while answering the questions?

ii. Did any of these feelings surprise you? If yes, why?

b. **NOTE:** [Refer to the Feeling Wheel](#) if you're having difficulty identifying or naming your feelings.