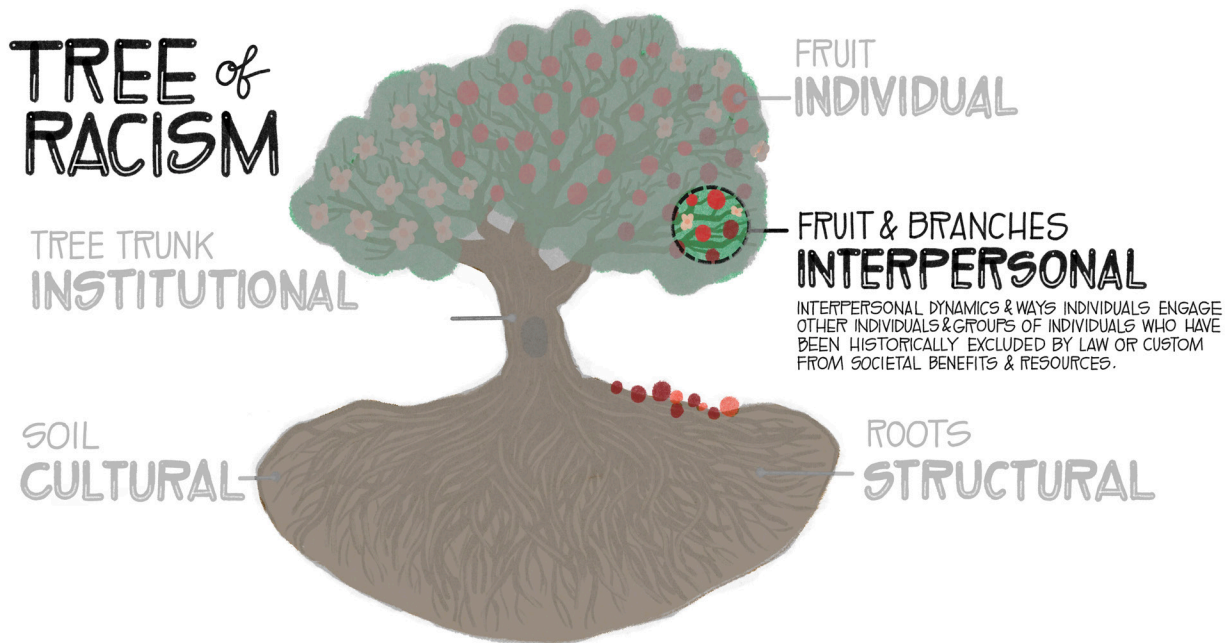


## Activity #4: Examining The Interactions Between The Fruit & The Branches

### Interpersonal Racism



**Purpose:** This activity is meant to be an honest and reflective exercise with the goal of increasing your awareness of the manifestations of interpersonal racism and your role in addressing and disrupting interpersonal racism.



**Time:** This activity will take approximately one hour to complete.



#### Process:

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

- a. Think about your experiences with other people in your work and in your ecosystem. Journal your responses to the following questions:
    - i. How have you seen interpersonal racism manifest in the interactions of people around you? Consider racial microaggressions (e.g., interactions among colleagues and students, people in society).
- \_\_\_\_\_
- ii. Do you think you are able to identify interpersonal racism as it's happening?
    1. If yes, write down how you are able to identify interpersonal racism (e.g., how do you know when it's happening?).
- \_\_\_\_\_

2. If no, write down what you will need to do differently in order to identify interpersonal racism as it's happening.

iii. After journaling is complete, move to the next step in the process.

**2. Assessing Your Experiences (10 min.)**

a. Think about an interaction you've had with a person of a different race, ethnicity, or gender/gender identity and answer the following questions:

i. Were there moments during that interaction that could have been perceived as discriminatory or as a racial microaggression?

1. If yes, write down the interaction and the specific comment or action that could have been perceived as discriminatory or a racial microaggression.

ii. If given the opportunity to name your action and seek to repair harm, how would you go about doing that? Write down your response.

b. After you're done assessing your experiences, move to the next step in the process.

**3. Exploring the Implications in Your Life and Work (10 min.)**

a. Once your awareness to the manifestations of interpersonal racism has increased, consider the following questions:

i. Are you comfortable interrupting or disrupting acts of interpersonal racism as it's happening?

ii. Are you comfortable addressing past acts of interpersonal racism?

iii. If you are not comfortable, write down why you're not comfortable.

iv. What could increase your confidence and comfort to address interpersonal racism?



v. **ACTION:** Brainstorm ways that you could possibly interrupt or disrupt interpersonal racism when you see it happening. [Reference this document](#) on “Interrupting Bias” for sentence starters that can help you with interrupting interpersonal racism.



vi. **ACTION:** Create a list of steps that you will take to interrupt or disrupt interpersonal racism when you see it happening.

b. After you’ve created your list, move to the next step in the process.

4. For Continued Individual Reflection (10 min.)

a. If any, what feelings did you have while completing the activity?

b. If any, what feelings did you have while discussing your responses with your colleagues?

c. [Refer to the Feeling Wheel](#) if you’re having difficulty identifying or naming your feelings.