

EXERCISES FOR DEI TRAINING

UNDER 60 MINUTES

15-30 MINUTES | NUMBER OF PARTICIPANTS: 2+

JELLY BEAN EXERCISE

Participants are given a chart to assign value to several different jelly bean flavors. They are then given a container with several jelly beans in it and asked to assess the value based on their charts. The final values are then shared, and participants are asked how they determined the value, which leads into a discussion of assumptions, stereotypes, and prejudices. For more information, check out the exercise notes developed by the University of Delaware and the official Diversity Beans website.

Resources: UH Center for Diversity and Inclusion. (2020). [Diversity Activities](#). University of Houston. Jackson, T. (2021). 2020 impact. [DiversityBeans.com](#).

20-40 MINUTES | NUMBER OF PARTICIPANTS: 5-15

PRIVILEGE FOR SALE

Participants are given a specific monetary value based on the first letter of their last name. They are then asked to purchase privileges from a list, which prompts them to decide which privilege would be better than others. A facilitator then debriefs participants on the thought process around privileges and feelings about monetary values. The exercise can bring up a lot of emotions, so it is important that the facilitator be prepared to validate and receive pushback.

Resources: The Office of Intercultural Engagement. (2020). [Privilege for Sale Activity and Reflection](#). The Safe Zone Project Team. (2021). [Privilege for Sale](#).



Addis Stock | P1643476

20-60 MINUTES | NUMBER OF PARTICIPANTS: 5+

PRIVILEGE WALK

Participants stand in a line as the facilitator reads out several statements. Participants take a step forward for each privilege they have experienced and a step back for each inequality they have experienced. Participants then reflect on their positions in the room. The National Association of Independent Schools outlines their Privilege Walk. However, Bolger points out that Privilege Walks use the discomfort of underprivileged people to provide an eye-opening experience for privileged people. It is important to ensure a safe space while also focusing heavily on the discussion.

Resources: National Association of Independent Schools - [People of Color Conference](#). (2019). Privilege Walk Lesson Plan. Washington, DC; NAIS. Bolger, M. (2020, July 7). [Why I don't facilitate privilege walks anymore and what I do instead](#). Medium.

1 - 3 HOURS

60+ MINUTES | NUMBER OF PARTICIPANTS: 1+

GROUNDWATER FRAMEWORK

The Groundwater Approach asks participants to think about racial inequity as one would think about issues with groundwater. For example, if the fish are dying in a pond then the pond habitat would be investigated. If fish are dying in multiple ponds, the groundwater would be investigated. This approach to racial inequity brings the systemic and foundational structure of racism into focus so that real change can be developed. A free copy of the paper can be obtained by signing up at the REI resource below.

Resources: Myers, S. (2019, November 3). [Community comes together to discuss racial equality](#). The Dispatch.9. Racial Equity Institute. (2021). [The groundwater approach](#). Racial Equity Institute.

2-3 HOURS | NUMBER OF PARTICIPANTS: 20-40

BLANKET EXERCISE

A facilitator walks participants through the history of colonization of Turtle Island, also known as North America. Participants stand on blankets that represent indigenous nations, which are folded smaller and smaller as colonization occurs. The exercise is a combination of physical engagement, role-play, storytelling, and sharing circles that allows participants to connect emotionally to a history often not taught in schools. In the article "An Exercise in Understanding: the KAIROS Blanket Exercise", Queen's University in Ontario, Canada notes how the exercise allows for difficult conversations and positive growth in participants. For more information, visit the KAIROS website and watch their video "Welcome to the Blanket Exercise".

Resources: Gunn, A. (2017, April 18). An exercise in understanding: [The Kairos Blanket exercise](#). Queen's Gazette | Queen's University. KAIROS Canada. (2020). [KAIROS Blanket Exercise](#). Kairos Blanket exercise. [Welcome to the Blanket Exercise](#). (2016). Vimeo.

1 DAY +

1 DAY+ | NUMBER OF PARTICIPANTS: 2+

EQUITY WALK

An Equity Walk asks participants to assess the level of equity in their environment. The framework was designed specifically for schools with principals and vice principals asked to assess public spaces, classrooms, improvement plans, and more. It promotes transparency and accountability by breaking down areas with questions and asking for supporting evidence. The Bethlehem Central School District in Delmar, New York, USA used the Equity Walk Matrix to discover their successes while also highlighting limited use of culturally relevant materials and missed opportunities for authentic engagement. Below is an example of an Equity Walk Matrix created by Dr. Bev Freedman and adapted by the Ontario Principals Council Equity and Inclusion Team.

Resources: Grosvenor, H., (2019). [Equity Walk Report](#). Equity and Inclusive Education Team, & Freedman, B., (2019). [Equity Walks](#).