

Scenario discussion prompts

This worksheet is intended as a prompt for discussion, not an assignment to be filled out completely. You do not have to use it but it can help when the discussion gets stuck.

1. What systems of oppression are at work in this scenario?
2. What privileges or power would be helpful to act as an ally in this scenario?
3. What are some ideas for how to respond?

Here are some ways to improve your responses:

1. If possible, simplify the response.
2. If your response could harm marginalized people, think about ways to reduce the harm.
3. If your response will reinforce any system of oppression, including sexism, racism, classism, ableism, homophobia, transphobia, ageism, body shaming, or cissexism, change it.
4. If your response includes humor (not recommended), figure out exactly who or what you are making fun of. If it is a marginalized group, do not use this response.
5. If your response includes speaking for someone else, identify your relevant values and restructure your response as standing up for your values.
6. If your response singles out a marginalized person because of their marginalization, change your response to be more general and include privileged people.
7. If the framing of the situation blames marginalized people for their oppression or asks marginalized people to do work to stop oppression, then change the framing to be about privileged people causing the problem and doing the work to fix it.
8. Figure out who will receive praise, credit, and rewards, and who will get criticism and punishment. If privileged people are getting the good things, and marginalized people are getting the bad things, try to reverse that situation (not always possible).
9. Consider ways that you can make systemic changes to prevent this scenario from occurring in the first place.
10. When you have time, think of ways to get advice and input on this situation that don't require free work from marginalized people: online searches, books, paying experts, etc.