

# Racism and White Privilege

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## QUADRANT 4

### SCENARIOS FOR TAKING ACTION

Cut out scenarios and give one to each group to discuss using the questions listed in the Activity Description.

#### Scenario #1:

Nguyen Tran, a 22-year-old Vietnamese-American, recently started his first job working as a psychologist at a mid-size private college. All through college, he had allowed various people to call him Tony because they had trouble pronouncing his name. Nguyen looked forward to the opportunity to share his birth name with his new colleagues. On his first day of work, his supervisor inquired, “Do you go by another name that is easier to pronounce and remember?” Nguyen doesn’t know how to respond to his supervisor; he doesn’t want to rock the boat on his first day.

#### Scenario #2:

Jenny has been working as part of the agency for the past several years. The organization has been committed to creating a diverse staff in terms of age, class, sexuality, and race/ethnicity. At the staff meeting, Keli, an African-American staff member, shares her concerns about the agency. She reports that she and other colleagues of color believe that white women in the agency are informally mentored and given more leadership opportunities. Jenny is confused and triggered by Keli’s comments and says, “What are you talking about . . . this agency bends backwards for you people!” The room is immediately quiet.

#### Scenario #3:

You are preparing your morning coffee in the office lounge when several of your colleagues are discussing their weekend festivities. A white male colleague, seemingly annoyed, shares that he attended a mandatory event to publicize Black History Month. He follows by stating, “Black History Month, really? Racism is long over—we have a black president! There are more successful black people than white people in this city. If anything, these changing times warrant a White History Month!” (Mike Funk, 2011)

#### Scenario #4:

Irma is a 24-year-old extern at a large public institution. The clinic is located in a small Northeast city in a largely urban neighborhood. A majority of the staff at the clinic are English-speaking and identify as white. Irma identifies as Dominican and is bilingual, speaking both English and Spanish. During supervision, Irma notes that she feels that her caseload is “too homogenous.” While exploring her comments, Irma shares with you that she feels that she is only being assigned Latino clients or Spanish-speaking clients because she identifies as Dominican. She states that she would like a more diverse caseload.

#### Scenario #5:

Jenny Park is a 21-year-old student who is a junior at a large co-ed college in the Midwest. Recently she broke up with her girlfriend of three years and is struggling with her decision.

Through the suggestion of her friend, she decided to make an appointment at the campus counseling center. She meets with a social worker who does the intake to get more information about her and her presenting concerns. Throughout the session, the therapist reports not knowing much about Korean culture and asks Jenny many questions about her culture and customs. Jenny leaves the appointment feeling like she spent more time talking about her Korean identity than her presenting concerns.

**Scenario #6:**

You are walking into the dining hall when you overhear a group of white and black youth calling each other the “n” word in a heated exchange. You are uncomfortable by their use of the word but don’t respond immediately. Later, you run into Julie, one of the white youth at the table, and share your reaction with her. She responds by saying, “What is the big deal; all the black girls say it all the time!”

**Scenario #7:**

You are working with a group of campers in the art room on an art project when Ricky, one of a few Latinos at camp, enters the room. Cindy, one of the campers, looks up and says, “Hi Carlos!” Rick responds by saying, “What? Do you think that all Latinos look alike??? I am Rick!” Cindy doesn’t respond initially but then retorts, “Come on . . . why do you people have to make it always about race . . . my bad . . . it was an honest mistake.” The room is immediately quiet.