MODULE 4: “TIPS” FOR THE TRAINER

- Participants should have developed some sense of group unity and trust by Module 4. If this is not the case, it is important that the trainers spend time assessing outstanding or covert issues and find ways to make those issues overt so they can be processed and defused in a safe environment. Presenters can use the “isms” discussion to point out that each person is affected by bigotry, bias and oppression whether or not they are the target of the abuse. Presenters may keep the “Agreements” from Module 1 posted for quick reference.

- Using the “Racism in Retail” video to stimulate discussion, presenters should allow each person to talk about their feelings around being a target or a witness to oppression or discrimination, using “I feel” statements. Ask participants what they would do in the situation. Be sure to remind participants the purpose is not to “blame” any one person or group, but to facilitate understanding and promote communication. Acknowledge that some groups have enjoyed privilege even though they did not ask for it or earn it. Trainers will want to give white participants permission to talk about guilt, shame, or defensive feelings that arise around the topic of racism and privilege. Remind participants that this generation did not create racism, but each one of us is affected by it. Allow those who have been victimized by racism or oppression to honestly express their anger, hurt or other feelings in a safe, supportive environment.