



Uncomfortable Situations: Role-Playing + Practice

INSTRUCTIONS: In groups of three, take turns role-playing the scenarios below. Each person should alternate between being **Person A**, **Person B**, and the **Observer**. The role of the Observer is to simply observe the interactions and provide comments during the debrief after the scenario concludes. The key is to embody the learnings of the MFLA to explore how to navigate difficult situations with a community state of mind.

– Quick Tips –

How to Address to Microaggressions:

- ☐ Ask clarifying questions
- ☐ Provide direct feedback
- ☐ Share your own learnings
- ☐ Pretend you don't understand

How to Respond to Feedback with Empathy:

- ☐ Be community-minded: open to the feedback; embrace it
- ☐ Thank the other party for the feedback
- ☐ Apologize without excusing your behavior
- ☐ Explain the situation from the other person's perspective
- ☐ Articulate what you will do in the future

Scenario #1

Person A

You walk into the Club, dressed just like you normally do, in proper Club attire, and a fellow member greets you as if you work at the Club. You feel like the member's response is a microaggression due to the color of your skin.

Person B

You are a member of the Club, and you see someone you don't recognize, who just walked in. You assume that person is a member of the staff, and you ask that individual if they just started working at the Club. You also inquire about the specials on today's menu and if there are any interesting events at the Club today.

Scenario #2

Person A

You are a woman in a field that is typically dominated by men. When hanging out at the Club one day, you engage in conversation with a fellow male member. You can't help but notice that he repeatedly talks down to you, as if you don't really know your field.

Person B

You are a male member of the Club, who notices an attractive woman in the Club. When she tells you about her field (in which there are very few women), you are quite surprised that she has chosen to pursue this field. You barrage her with questions and attempt to prove that she has no business being in that field.

Scenario #3

Person A

You are a gregarious BIPOC member of the Club, who has a lot of love for the Club and its community, including all members and staff. Accordingly, you greet people with lots of love and great energy. One day, after doing so to a BIPOC staff member, a fellow Club member makes an inappropriate comment to you.

Person B

You are hanging out at the Club, and you just finished a delicious lunch at the Veritas Lounge. After leaving the lounge, you notice one of your fellow members, whom you don't know really well. You see that member embrace a staff member like they're good friends, and you approach the member and say "Hey, I didn't know you had a family member who works here."

Scenario #4

Person A

You are a woman in a meeting for one of your favorite committees at the Club. You came to the meeting very excited because you all are brainstorming and making a number of important decisions today. You're caught off guard, though, because it seems that, whenever you speak up, you are repeatedly dismissed, as if your contributions don't matter. And you notice that everyone else in the meeting gets a chance to finish their complete thoughts, everyone but you.

Person B

You are a man running a committee meeting at the Club. You are under a lot of pressure because you have to make a number of decisions during today's meeting. For some reason, one of the female members of your committee is bouncing off the walls with ideas, and she cannot seem to keep quiet. So you keep interrupting her and shutting down her comments, wanting to stop any further delays.