# Examine Your Racialized Socialization Experiences: Questions to Discuss and Explore

1. How do you identify racially?
2. Describe the racial demographics of your neighborhood, school, family, social groups, etc.
3. When do you remember being told there were different races? What were you told?
4. What were some of the prevailing messages and images of whites, People of Color, and Indigenous Peoples as you were growing up?
5. Were there times that you didn't believe that race and racism really existed or mattered very much?
6. What were your experiences interacting (or not) with people of different racialized and Indigenous groups?
7. Share some early experiences when you realized people were categorized by race and skin color.
8. How were people of your race and other racialized and Indigenous groups treated? Depicted? Talked about?
9. What various roles and responsibilities did people of different races and Indigenous groups have? Were shown to have?
10. When did you realize you were treated differently based on your race/skin color?
11. Share some significant moments or turning points that shaped you as a \_\_\_\_\_\_\_\_\_ (how you identify racially).
12. When do you remember realizing, if ever, that ***whites, as a group,*** believed they were superior to People of Color, People who were Biracial/Multiracial, and Indigenous peoples? (smarter, more organized, better leaders, more competent, etc.)
13. When do you remember realizing, if ever, ***that you*** believed whites were superior to People of Color, People who were Biracial/Multiracial, and Indigenous peoples? (smarter, more organized, better leaders, more competent, etc.)
14. How were anti-Blackness and colorism taught, modeled, reinforced, and enforced around you, if at all?
15. What were you taught “race” was, if at all? How were racial disparities rationalized? Which, if any, of the following sound familiar?
16. Race is a “social construct,” made up to justify racist and white supremist actions;
17. Different racial groups have inherent traits and character strengths or flaws, such as white are smarter, better leaders, more deserving… People of Color are deficit, less deserving;
18. The negative behaviors and low capacities of People of Color are due to their under-privileged upbringing; and with education and support they can assimilate, thrive and succeed (become more like whites);
19. We need to be “color-blind” and not focus on race;
20. We are “post-racial;”
21. People of Color have equal opportunity and access;
22. People of Color just need to work hard and pull themselves up by their bootstraps in order to succeed;
23. Others?
24. Share a time you witnessed racist actions/comments. How did you feel? What did you do?
25. What are 1-2 ideas, assumptions and/or biases *you used to have* about minoritized racial groups? What happened to help you shift towards greater understanding, accuracy, or acceptance?
26. Talk about a time, you now realize, that your actions/comments were exclusionary and fueled by racial stereotypes.
27. Talk about a time you spoke up and responded effectively when you noticed racist comments or behaviors or interrupted white privilege: How did you feel? What did you do/say?

Additional prompts

1. When are you at your best as an ally or change agent?
2. What are some of your fears as you engage issues of race, racism, white privilege and white supremacy?
3. What racist biases, thoughts or stereotypes do you still notice within yourself?
4. What are 1-2 examples (over the past 1-2 years) when you have acted based on some racial stereotypes or racist thoughts?
5. When and where do you get stuck? How do you feel when you are stuck and less effective?
6. When have you:

            a. Felt fear when interacting with People of Color?

            b. Felt fear when interacting with whites?

            c. Felt guilt or shame?

            d. Felt anger towards People of Color?

            e. Felt anger towards whites?

1. What would feel supportive from colleagues? To help you continue to grow and develop greater capacity and skills?
2. What are 5+ ways you see white people benefiting from white privilege?
3. When have you seen others use white privilege to gain an unfair advantage or greater access?
4. What are some examples of how whites have intentionally used white privilege to help dismantle racism and white supremacy?