

Move Up Move Back Prompts

This activity is designed to raise awareness of systemic inequities. It requires a high level of trust, and participants should be allowed to pass or remain in place if a prompt feels too vulnerable.

The following prompts are ordered from **lowest risk** (universal, low-emotional impact) to **highest risk** (deeply personal, systemic discrimination, or traumatic experiences).

Phase 1: Low Risk (Universal/Surface Level)

- Step into the circle if you are right-handed.
- Step into the circle if you have traveled outside of your country.
- Step into the circle if you enjoy reading books for fun.
- Step into the circle if you can play a musical instrument.
- Step into the circle if your native language is the primary language used in your workplace/school.

Phase 2: Moderate Risk (Socioeconomic/Upbringing)

- Step into the circle if you attended a private school or summer camp.
- Step into the circle if you did not have to worry about your family's financial security growing up.
- Step into the circle if your parents graduated from college.
- Step into the circle if you can afford to visit a doctor/dentist whenever you need to.
- Step into the circle if you have never had to work while in school.

Phase 3: High Risk (Social Identity/Systemic)

- Step into the circle if you can show affection in public without fear of ridicule or violence.
- Step into the circle if you can easily find hair products or makeup that match your skin tone in any store.
- Step into the circle if you would not think twice about calling the police when you are in trouble.

- Step into the circle if your work/school holidays align with the religious holidays you celebrate.
- Step into the circle if you have never been stopped or questioned by the police because they felt you were "suspicious".

Phase 4: Highest Risk (Trauma/Deeply Personal)

- Step into the circle if you have ever been denied employment or housing based on your identity.
- Step into the circle if you have been a victim of physical violence based on your gender, ethnicity, or sexual orientation.
- Step into the circle if you have ever had to skip a meal because there was not enough money for food.
- Step into the circle if you have ever felt unsafe walking alone at night.
- Step into the circle if you have ever been accused of cheating or lying because of your race, gender, or orientation.

Reflection Questions (After the Activity)

1. How did it feel to be in the front? In the back?
2. Was there a statement that surprised you?
3. What is one thing you wish people knew about your experience?
4. How can you use your position in the room to work for social justice?