

Role Play Scenarios

After watching or reviewing the training presentations get together with a group of people. You can role play or discuss the two scenarios below that highlight overt and covert experiences of racism.

Instructions

1. Start with Scenario 1: review the scenario as a group and decide if you would prefer to role play or discuss how the Community Leader/Settlement Facilitator should respond to the individual disclosing their experience.
2. Some questions to help guide the discussion if needed:
 1. What are reaffirming and supportive things you can say and do?
 2. What are things to keep in mind?
 3. What are things to avoid saying?
3. Do the same for Scenario 2

Scenario 1 – Overt Racism

Dr. Collins, an African American, is in her final year of an internal medicine residency. She reports to the emergency department to examine a middle-aged White woman injured in a car accident. The patient appears in stable condition but likely requires further medical testing. In the midst of the examination, the patient blurts out, “Isn’t there another doctor who can do this? I’d rather have a White doctor.” Dr. Collins, shocked but not surprised, asks the patient if she wants the examination to continue and the patient acquiesces. The patient mutters under her breath, “I guess this is the way the world is going.”

Dr. Collins pretends to ignore the comment and continues the examination. The attending staff physician, Dr. Sandoz [Not real name to protect identity] is an older White male, well respected in the organization. He observes the interaction and stands by quietly, allowing the examination to be completed. Upon leaving the patient’s room, the discussion among clinicians focuses exclusively on which tests are to be ordered, leaving the matter of the patient’s remarks unaddressed.

Later Dr. Collins tells a community leader/settlement facilitator about this incident and is clearly shaken.

Role Play Participants:

Participant 1: Dr. Collins (attending physician-African American) Shares her workplace experience of racism with a Community Leader

Participant 2: Community Leader/Settlement Facilitator- needs to respond to Dr. Collins in an affirming and supportive manner.

Scenario 2 – Covert Racism

Sarah walked into the room. She gave a powerful presentation. At the end of the applause she was complemented yet again about her presentation and asked “where did you learn to speak English so good?” This time, which seem like the thousandth time, she did not smile awkwardly. This time, the anger registered on her face. As if oblivious to the anger, another question was fired, “where are you from if you don’t mind me asking?” Now the anger exploded. Sarah was visibly shaking. It was not the first time, nor the 50th time she was mistaken but, in each case she was mistaken as someone not from here and whose first language was not English. After an angry outburst she was told “you don’t need to be so insecure, I was just asking a simple question.”

Sarah confides in a community leader/settlement facilitator about her experience.

Role Play Participants:

Participant 1. Sarah - shares her experience of racism with a Community Leader/Settlement Facilitator

Participant 2. Community Leader/Settlement Facilitator- needs to respond to Sarah in an affirming and supportive manner.