

## Micro-Lab Activity Instructions

This is an activity that is designed to help folks learn more about each other and to foster deep listening. The first thing we are going to do is break up into small groups and then I will explain the rest of the activity. When you get into small groups you want to sit in a small circle facing each other away from other groups and the tables. We need to get into groups of three (or four depending on group size. Can do this by counting off, having groups self-select, or determine the groups ahead of time based on who is registered in the seminar.

Now that we are in our small groups here is what the process will be. First, we need one person in each group to raise their hand, this person is going to speak first once we begin the activity. We are going to read a series of statements or questions, and for each question we ask every person in your group to speak individually until we tell you to switch. This might be challenging for folks in a variety of ways, if you are a person who likes to talk you might be cutoff mid-way or if you are a person who doesn't talk as much, you might find it hard to fill that whole time. You will start with the person who raised their hand and move clockwise (to the left). While each person is speaking you are not allowed to make comments, interrupt, or ask questions. Your task is to simply sit and listen intently to what each person is saying. Once we tell you to switch you need to stop speaking and the next person begins. For each new question rotate the person who starts to the left of the first person who started. Are there any questions before we get started?

### Questions:

1. Describe the neighborhood where you grew up. (1 minute per person) [3 minutes per group]
2. What is your ethnic and cultural heritage? (1 minute per person) [3 minutes per group]
3. What were some foods, celebrations, rituals, clothing, etc. that were meaningful to your family/community growing up? (1 minute per person) [3 minutes per group]
4. Describe a time in your childhood when you realized that there were cultures different from your own. (1 minute per person) [3 minutes per group]
5. Share a time when you felt a positive or empowering connection to your own ethnic and cultural heritage. (1 minute per person) [3 minutes per group]
6. Share a time when you were told you couldn't do/feel/be something because of your background. (1 minute per person) [3 minutes per group]
7. Share a time when you were told you could do/feel/be something because of your background (1 minute per person) [3 minutes per group]
8. How has your cultural background influenced your education? (1 minute per person) [3 minutes per group]
9. How has your cultural background influenced your career trajectory? (1 minute per person) [3 minutes per group]

### Debrief questions:

- What did it feel like to go through this activity?
- What did you hear that was significant? What key ideas or insights were shared?
- Was there anything difficult about this activity?
- What went well?