

Four Corners

Purpose: /Outcome:	This is an exercise to give you the experience of being in a group conversation about difficult multicultural topics.
Group Size:	Each small group should have 7-10 people
Special Facilitation:	Review the information and understand what you are talking about!
Time Period:	2 hours
Materials Needed:	-Pens/Markers - Four Corners Signs
Goals:	The goal is to observe and think about how you feel in each corner and how you experience the group process in the four positions. This activity is not about making people feel guilty, it is about giving folks the space to step out of their comfort zone and to understand the types of oppression and discrimination that and how the systems affect all identities.

Facilitation of activity

- Facilitator should share a brief explanation of the activity and why we are doing it (see goals).
- Divide the participants into four groups. This activity works best with 7-10 people (or less!) so please feel free to arrange your staff in any way that you choose. This may mean just dividing your participants in half, but still rotate through all Four Corners. **Try to have a someone in each group you can count on to monitor timeflow and direct questions.**
- The groups can start in which ever corner you choose. Please go over the following ground rules before answering the questions:
 - ✓ Do not interrupt or speak when someone is answering the question
 - ✓ Do not spend a lot of time asking individual questions, try to avoid if possible
 - ✓ Keep the group on track with time

Round One will be 25 minutes, every round thereafter will be 20 minutes. This is because every group will start Round One with a general question and then move on to the actual positions.

- Before you answer the question in the first corner you go to, EVERY small group will start off with the following question:
 - What are your fears around talking about oppression, discrimination or race with people of the same identity/s of your own? What about with those who do not have the same identity as yourself? (This question is important because there are some folks who feel that they don't want to be seen as having biases or that they have oppressed someone else. For this exercise to work, we need folks to step out of their comfort zone and let their guard down a bit.

After you finish with this question, move on to first of four questions. After your group has completed the first question, move on to the others corners until you have come full circle.

Four Corners represents four different positions:

1. **Time when you were a target of oppression or discrimination. If you have not experienced either, why do you believe it has not happened to you?**
2. **Time when you perpetuated discrimination or oppressed another individual through direct action or inaction.**
3. **Time when you interrupted oppression or discrimination.**
4. **Time when you witnessed oppression/discrimination but did not intervene and you were consciously aware of it. What type of internal reaction did you have to not intervening?**

Re-assemble with your participants.. If you feel your group is too large to debrief, then you can answer the following questions in the same small groups they came from or divide into different groups.

1. What is it like talking about the four situations?
2. Which corner was the easiest for you to be in? Which was the most difficult?
3. Did you experience "hot" buttons or trigger statements? When?
4. What made it easy to talk? Difficult to talk?
5. What were some barriers, filters that might have interfered with you hearing what others were saying?
6. Did you feel reluctant to talk in a particular corner? Why?

Share feedback about the experience.