Graphics from Dr. Michael Blackwell’s presentation on “The Color Line”
MFSA Iowa Chapter Fall Gathering

These slides are derived from resources encountered as a trainer for the Anti-Defamation League’s A Campus of Difference™ program in the late 1990s.
Waterline of Visibility
Culture is a lens or filter through which we see the world and through which others in the world see us.

Adapted from 50 Activities for Diversity Training by Jonamay Lambert and Selma Myers. HRD Press. 1994
Pyramid of Hate

Acts of Violence
- Riots
- Assault
- Murder
- Vandalism
- Terrorism
- Rape
- Lynching
- Arson
- Desecration
- Rape
- Assassination
- Bombing

Acts of Discrimination
- Housing
- Educational
- Employment
- Discrimination
- Harassment
- Social Exclusion

Acts of Prejudice
- Scapegoating
- Social Avoidance
- Ridicule
- De-humanization
- Slurs/Name-calling

Acts of Bias
- Jokes
- Rumors
- Stereotyping
- Expressing Antagonism
- Discussing feelings with like-minded friends

Genocide
- The deliberate, systematic extermination of an entire people

Criminal

Civil

Non-Criminal Incident

Violence

Hate

Prejudice
“TARGET”
A time when someone’s words or actions hurt you.

“PERPETRATOR”
A time when you said or did something you wished you could take back.

“Bystander”
A time when you did not interrupt prejudice.

“Confronter”
A time when you interrupted prejudice.
Creating a nurturing environment

- Dialogue
- Leadership
- Inclusion
- Empathy
- Safety
- Fairness
- Trust
- Respect