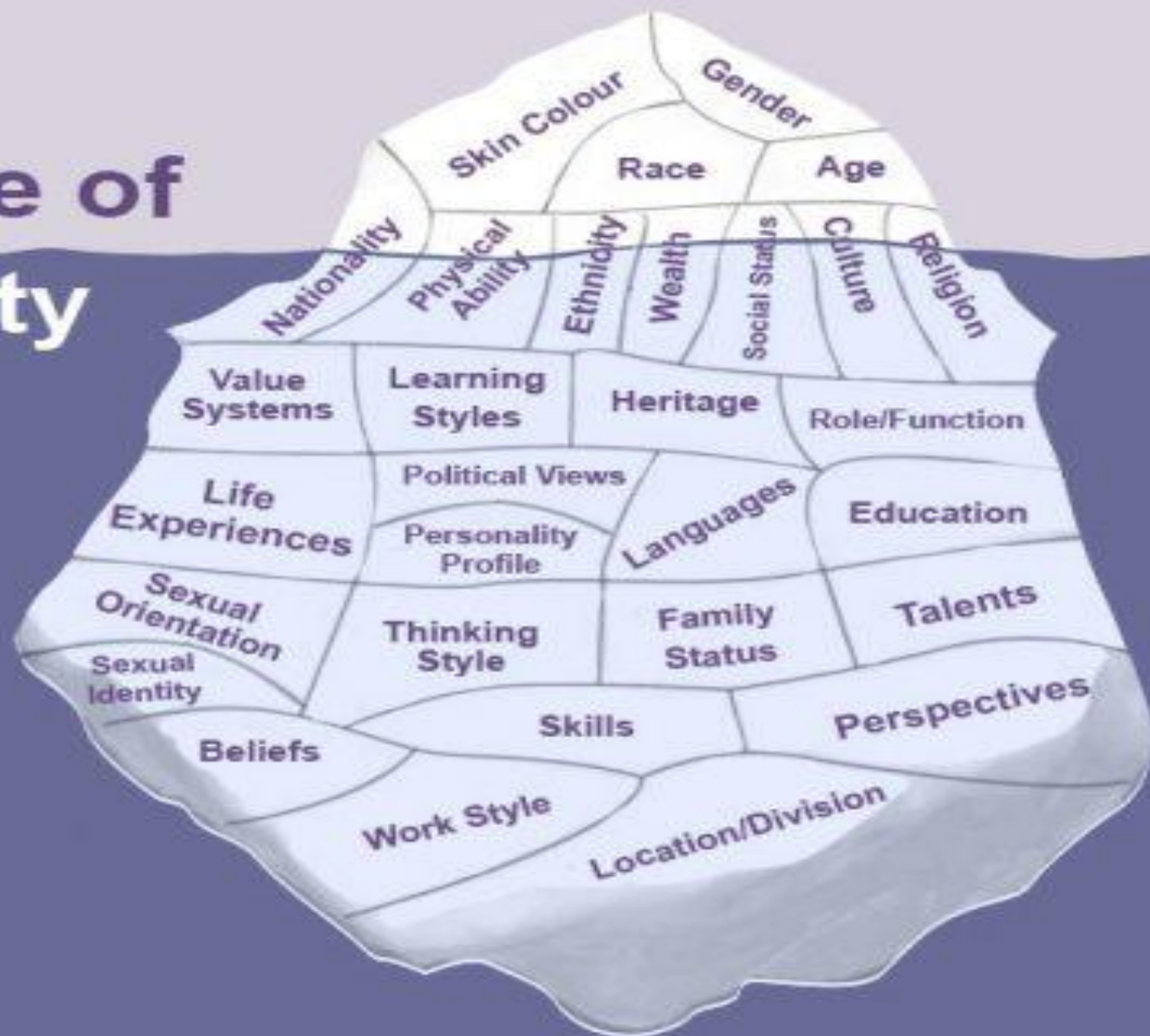


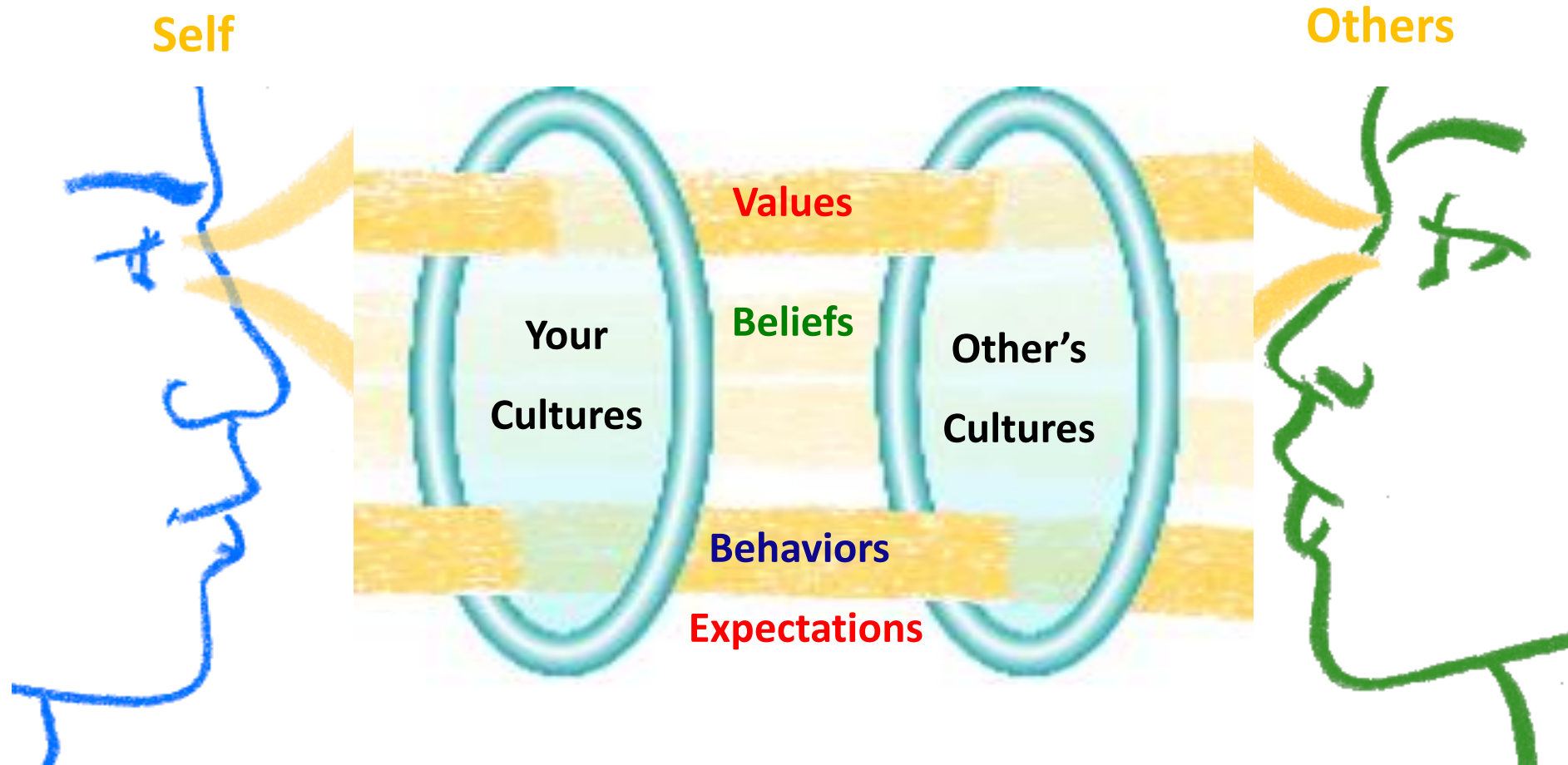
**Graphics from  
Dr. Michael Blackwell's  
presentation on  
“The Color Line”  
MFSA Iowa Chapter Fall Gathering**

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

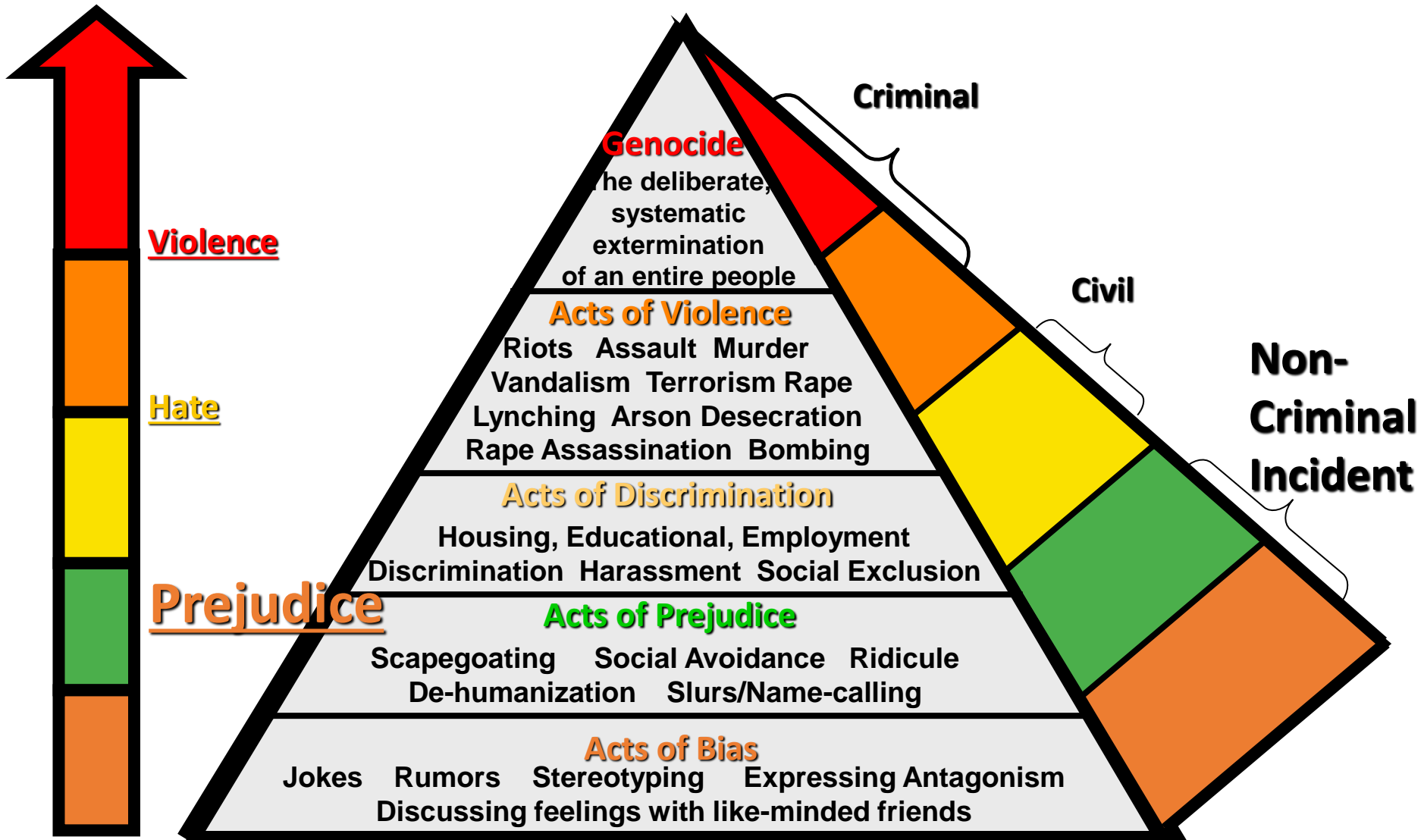


**Culture is a lens or filter through which we see the world and through which others in the world see us.**



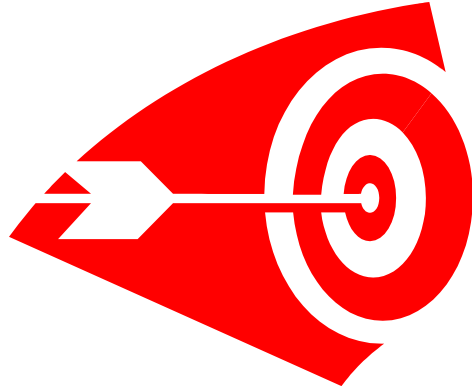
Adapted from 50 Activities for Diversity Training  
by Jonamay Lambert and Selma Myers. HRD Press. 1994

# Pyramid of Hate



## **"TARGET"**

**A time when someone's words  
or actions hurt you.**



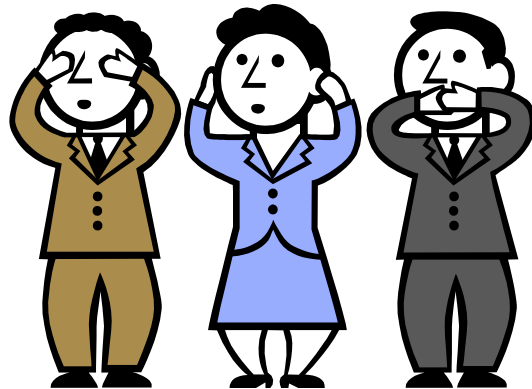
## **"PERPETRATOR"**

**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.**



