

Target / Agent Exercise

1. Take some time to record some aspects of your identity you are comfortable with sharing. This may include ethnicity, religious or spiritual affiliation, ability, etc. *For sexual orientation, please follow facilitator's instructions.*

2. Discuss at least one strength you have gained from your background.

3. Describe a time when you were targeted because of some aspect of your identity.
 - What happened?
 - What messages did you receive?
 - Did anyone intervene as your ally? If so, what did they do?

4. Reflect for a moment on question one. What aspects of your identity may be used as an “agent” in the larger society? (e.g. being male may serve as an aspect of agency for sexism)

5. Describe a time when you have benefited, or been afforded some privilege, because of some of these aspects of your identity. For example, think of a time when you were with a targeted person and you received preferential treatment as a member of the dominant group:
 - What was it like?
 - How did you notice you were benefiting? How did you feel?
 - What did you do, or what could you have done, to use your position of relative privilege in that situation to act as an ally?
 - What would you need now in order to be an effective ally?

* Based on material developed by Equity Institute, Emeryville, California.