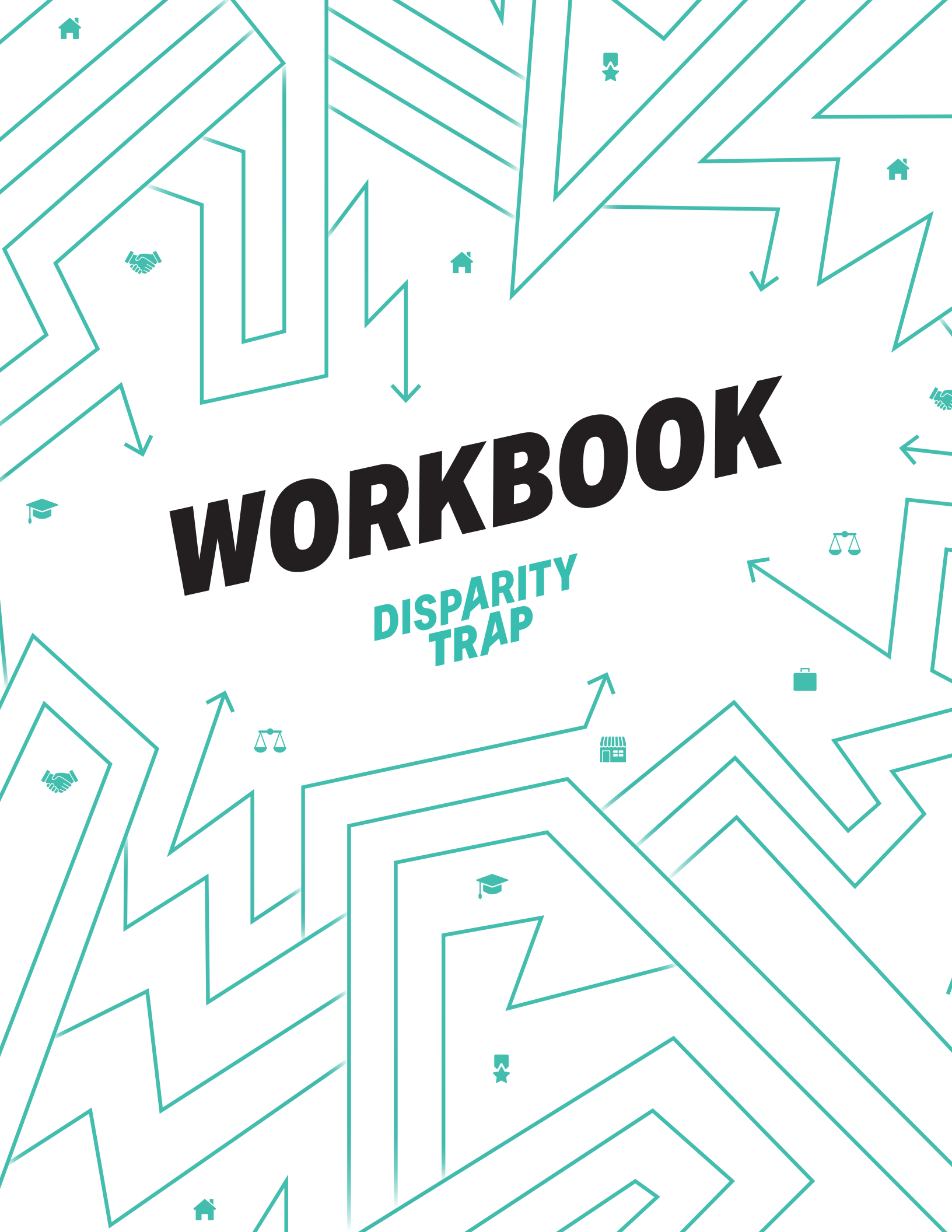# WORKBOOK

DISPARITY TRAP

WORKBOOK
DISPARITY TRAP

INTRODUCTION

"Race is one of the most unfinished conversations in the United States which means it is also one of the most difficult to have. Disparity Trap's workbook provides discussion starters for participants to step into complex dialogue to explore on deeper levels, the impact of race whether a participant is systemically dominant (SD) or systemically non-dominant (SND) during the game. Amid playing the game, the use of discussion starters, allow players to engage in complex insights, extend reflective meaning making and apply this learning to one's own growth, development, and change."

-Debra (Debi) Jenkins, PhD

HOW TO USE THIS WORKBOOK

Disparity Trap was created to be a neutral playing field for difficult conversations around systemic oppression and to have the focus be on the facts rather than on the individuals across the table.

This workbook is a guide on how you can lead a constructive conversation with the group at the table. The questions can be asked by a moderator aloud and answered aloud by the group in an open discussion. It can be printed out and provided to individuals in the group to write out their answer on their own, in private. Or it can be a mixture of both, and something in between. The goal is to get the group to think about the experience from different perspectives and challenge the player to grasp the disparity between their own lives and the lives of others in their own community.

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CHECK-INS

Mid-Game Check-Ins
These occur at intervals, pre-set by the leader, where the group will pause their gameplay and answer the questions in the workbook (individually or as a group). The length of time to answer is at the leader's discretion.

Milestone Check-Ins
These are like the Mid-Game Check-Ins, but correspond to specific actions played in the game. Whether the game is paused the first time the action is played or saved until after the game is over is at the leader's discretion.

Players in Tier 1

If any, which players are currently on this tier (SD/SND)? And what factors contributed to the player(s) being on this tier?

When looking up the QR code on the Goal Tile Card, what new information, if any, did you discover about the statistical information?

Players in Tier 2

If any, which players are currently on this tier (SD/SND)? And what factors contributed to the player(s) being on this tier?

When looking up the QR code on the Goal Tile Card, what new information, if any, did you discover about the statistical information?

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Players in Tier 3

If any, which players are currently on this tier (SD/SND)? And what factors contributed to the player(s) being on this tier?

When looking up the QR code on the Goal Tile Card, what new information, if any, did you discover about the statistical information?

Players in Tier 4

If any, which players are currently on this tier (SD/SND)? And what factors contributed to the player(s) being on this tier?

When looking up the QR code on the Goal Tile Card, what new information, if any, did you discover about the statistical information?

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Influence Card

Influence!

Your aunt has become an elected official.

Pay 3 Privilege tokens to add or take a number from your's or another's roll.

How was the Influence card used in the game?

Which player position was the Influence card used for and how did the use impact that player's progress in the game?

Power Token

How was the Power token acquired?

If used, how was it used in the game?

Which player position was the Power token used on and how did the use impact that player's progress in the game (short term/long term)?

How did the use of the Power token impact the other players in the game (short term/long term)?

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👍👎 A Vote Was Completed

Discuss how each player responded to the passing of the vote. What were some commonalities (position, tier level, number of privilege tokens, etc) between the players among the groups with similar reactions?

If the vote passed:

In what way did the passed vote provide privilege/take privilege from the players in each position (SD/SND)?

What significant factors contributed to the vote passing?

How can those factors translate to real life applications?

If the vote didn't pass:

In what way did the failed vote provide privilege/take privilege from the players in each position (SD/SND)?

What significant factors contributed to the vote failing?

How can those factors translate to real life applications?

DISPARITY TRAP

👍 Reverse Vote Was Completed

Discuss how each player responded to the reversals of the vote. What were some commonalities between players among the groups with similar reactions?

If the reversed vote passed:

In what way did the passed reversal vote provide privilege/take privilege from the players in each position (SD/SND)?

What significant factors contributed to the vote passing?

How can those factors translate to real life applications?

If the reverse vote didn't pass:

In what way did the failed reversal vote provide privilege/take privilege from the players in each position (SD/SND)?

What significant factors contributed to the vote failing?

How can those factors translate to real life applications?

DISPARITY TRAP

⚖️ Justice Space

Did anyone get ticketed or convicted? And which players (SD/SND)?

Did any players use an Influence card or re-roll with Privilege tokens to help another player? If so, which positions (SD/SND)?

How was using an Influence card/Privilege tokens pivotal to the players' success in the game?

When looking up the QR code and the statement on the card, what are your thoughts about the statistics?

💰 Tax Space

Which players benefited most when playing the tax space (SD/SND)? Which players benefited least (SD/SND)? Is that equitable? Why or why not?

How is the tax space impacting the balance of privilege tokens between SD and SND players?
In what way does the tax space provide equity within the game?

In what ways does real life taxes provide equity within society? How can that taxation be improved to better serve society on every level (city, county, state, and federal)?

DISPARITY TRAP

First to New Tier

What is the position (SD/SND) of the player that reached the new tier first?

What impacted this player's ability to be the first to reach the new tier?

How many spaces ahead is this player from the furthest player back? What is the position of the furthest back player (SD/SND)?

What has happened in the game thus far to create the disparity in distance between the player in the new tier and the furthest back player?

DISPARITY TRAP

Game Summary

Take a mental snapshot of where each player (SD/SND) ended on the game board: Which players finished furthest? Why?

Considering the prosperity points, which players had the most points? Why?

What decisions in your recent game contributed to the player(s) finishing in their respective tiers?

Which statistics in this game stood out for you? Why?

What was your Position (SD/SND) and in what ways did the Preparation tiles (Skill, Degree, and Startup) play into how you finished the game?

Has your perspective on racial oppression changed in this most recent round? How is it different? How has it remained the same?

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