

ROLE PLAY SCENARIO #1

"You're So Articulate"

A Black student gives a strong presentation in class. Afterward, a classmate says, "Wow, you're so well-spoken — I didn't expect that." The student isn't sure how to respond, and no one else in the room reacts.

ROLE PLAY SCENARIO #2

“You Don't Look Sick”

A student with an invisible chronic illness has a 504 plan that gives her extended time on tests and permission to leave class when needed. A classmate finds out and says, "Wait, you get extra time? That's so unfair — there's nothing even wrong with you." The student has never told most people about her condition, and now feels pressure to either explain herself or stay silent.

ROLE PLAY SCENARIO #3

"Where Are You Really From?"

A student who was born in the United States tells a new classmate she's from Ohio. The classmate responds, "No, but where are you really from? Like, what are you?" The student has answered this question a hundred times and is tired of it.

ROLE PLAY SCENARIO #4

“The Only One in the Room”

In a history class discussing a painful chapter in American racial history, the teacher turns to the only Black student and asks, "Can you share your perspective on how this must have felt?" The student feels put on the spot but doesn't want to seem difficult.

ROLE PLAY SCENARIO #5

"I Don't See Color"

During a school discussion about diversity and inclusion, a student says confidently, "I treat everyone exactly the same — I literally don't see color." A few students of color in the room exchange glances but don't say anything. The teacher moves on.

ROLE PLAY SCENARIO #6

“The Assumed Troublemaker”

A group of students — some Black, some not — are talking loudly in the hallway between classes. A staff member singles out one of the Black students and tells him to quiet down, ignoring the others who were equally loud. He's embarrassed and angry.

ROLE PLAY SCENARIO #7

"You're Not Like the Others"

A student is told by a peer she considers a friend, "You're different from most [insert racial/ethnic group] people I've met — like, you're actually really cool." The student doesn't know whether to say thank you or say something else entirely.

ROLE PLAY SCENARIO #8

“The Group Project Takeover”

During a group project, the one student of color in the group suggests an idea. No one responds. Two minutes later, a white student says almost the same thing — and the group loves it. The first student says nothing, but feels invisible.

ROLE PLAY SCENARIO #9

"That's So Ghetto"

A student uses the phrase "that's so ghetto" casually in conversation to describe something she thinks is low-quality or embarrassing. Several students laugh. One student is bothered by it but isn't sure if speaking up is worth the awkwardness.

ROLE PLAY SCENARIO #10

“The Costume Question”

A student comes to school the day after Halloween and overhears classmates laughing about costumes they wore that imitated or mocked another culture. One student pulls up photos. Others in the group go quiet, unsure whether what they're seeing crosses a line — or whether to say so.

ROLE PLAY SCENARIO #11

“The Elevator Moment”

A student who uses a wheelchair arrives at the elevator at the same time as a group of classmates headed to the same floor. One of them says cheerfully, "Oh, must be nice to never have to take the stairs!" and the others laugh. The student forces a smile but has heard some version of this comment every week since starting at the school.

ROLE PLAY SCENARIO #12

"Say It in English"

A student who recently immigrated is working through a math problem with a small group. She quietly asks a question in her home language to a bilingual classmate to make sure she understood correctly. Another student in the group rolls their eyes and says, "Can you please just speak English? We can't understand you." The teacher doesn't hear it. The rest of the group goes quiet.