

Overview:

This lesson plan will challenge participants to develop skills that enable them to confront individuals who use offensive language, as well as dialogue with people they disagree with in order to come to mutual understandings. They will first watch a video that depicts a scenario where someone uses offensive language. Then, they will discuss that video using discussion questions and talking points linked on the following page.

Background and Information:

This activity was created by the Division of Diversity and Inclusion at Purdue University for the Boiler Inclusion Project (see citation below).

Objectives:

As a result of this activity, participants will be able to:

1. Develop skills to confront others about offensive remarks and language.
2. Identify strategies for dialoguing and developing mutual understandings.

Time:

30 minutes

Group Size:

Entire group

Materials:

The video and talking points (both in [Links](#))

Intercultural Development Continuum Stages:

- Denial
- Polarization
- Minimization
- Acceptance

AAC&U Intercultural Knowledge and Competence Goals:

Verbal and Nonverbal Communication:

- To articulate a complex understanding of cultural differences in verbal and nonverbal communication (e.g., demonstrates understanding of the degree to which people use physical contact while communicating in different cultures or use direct/indirect and explicit/implicit meanings).
- To skillfully negotiate a shared understanding based on these differences

Other Skills:

Friendship; Mentorship & Leadership; Diversity, Equity, and Inclusion; Emotional Resilience

Links to Activity Resources:

- [Confrontation and Dialoguing video](#)
- [Confrontation and Dialoguing talking points](#)

Related Tools:

Tools to use in conjunction with this lesson:

- [First Impressions Video](#)
- [Implicit Bias and Self-Regulation](#)
- [Incremental Process](#)
- [Things People Say \(Common Stereotypes\)](#)