

One

While on a panel at a community forum, you talk about an initiative for all-gender washrooms on campus. You applaud it as an effort to be inclusive, and to make campus a safer place for everyone. An attendee in the audience goes up to the mic and addresses you, calling you out for trivializing the needs of cultural and religious groups whose social order and safety are maintained by having gender-segregated spaces. They say this is a form of insidious xenophobia, and an unfair centering of “Anglo-Saxon middle-classed so-called progressive values” at the expense of others.

- What are you feeling?
- What are the issues?
- What would be a panic zone response? What would be a stretch zone response?
- Is it transphobia? Is it xenophobia? How do you know?

Two

You arrive late at a public talk on campus. One of the speakers says, “So when it comes to sexting and consent, and asking for nude pix? I always say... you know what? DON’T. Just don’t. Don’t ask. It’s just not nice. What are you saying about this person that you think they’d do such a thing?”

- What are you feeling?
- What are the issues?
- What would be a panic zone response? What would be a stretch zone response?
- How would your reaction be if the speaker was there to tell of their own experience of being a victim of cyberbullying? If they were in their teens, or in their 60's?

Three

You are at a lecture. While asking a question, an audience member uses the phrase “white trash” to refer to their parents. A different audience member reacts strongly, saying, “Now what I don't get is WHY you would use such language! That is simply disrespectful! Self-disrespect. It also discriminates against whites. What about black trash? Brown trash?”

- What are you feeling?
- What are the issues?
- What would be a panic zone response? What would be a stretch zone response?
- How would this be different if you were moderating instead of just attending?

Four

On your favourite social media platform, you posted a recent study about social determinants of health, including the detrimental effects of homophobia on workplace success. You receive a response from one of your followers, “Hold your head high. Homophobia is in your mind more than anything. I’m a lesbian and I’ve been in a male-dominated field for decades. I work hard and I produce amazing results. That’s it. If you don’t let it affect you then it won’t. These reports make LGBTQ people think we’re victims! We’re not! We’re just like you.”

- What are you feeling?
- What are the issues?
- What would be a panic zone response? What would be a stretch zone response?
- How would your response be different if this sentiment came from someone who is heterosexual? Or if you cannot know their experience or identity?

Five

You're at a departmental social event. A colleague is in the middle of telling a story, you catch only the second half. They are talking about a young person who has a physical disability, and calling him “a real trooper” for braving busy city streets on a recent vacation. “Even the subway! Stairs and changing subway lines and everything! What a feisty little guy, I tell ya. You wouldn’t know by looking at him, you know, with his, uh, like, yeah. What a tragic story though. Well, a triumph over tragedy, really.” Another colleague in the room looks upset, sighs, and leaves.

- What are you feeling?
- What are the issues?
- What would be a panic zone response? What would be a stretch zone response?
- How would your response be different if the speaker was referring to is their child? Or if the speaker also has a physical disability?

Six

You are with a counselling client. They are struggling with intimacy issues with their partner of 15 years. They tell you that their partner has a lot of "hang-ups" around emotional closeness. They repeatedly mention that their partner is a "racial minority" while they are a "Canadian". Your client believes that their partner's cultural values contribute significantly to the struggles in the relationship.

- What are you feeling?
- What are the issues?
- What would be a panic zone response? What would be a stretch zone response?
- How would your response vary with how the client is themselves racialized? How important is it that a client uses just language versus the language of their choice? How do you handle inherent biases in a client that are also based in reality?

