

## What is discrimination?

Discrimination is a choice. Everyone discriminates. To discriminate is to be human. We all have likes and dislikes. Some people like ketchup, others prefer mustard. It is through the act of choosing that we define who we are. Who are we discriminating against right now? We are in a non-smoking facility, so we are discriminating against smokers. We are discriminating against people who are not of average size—all the chairs are the same. We are discriminating against people who live far from here. And we discriminate against latecomers. To not discriminate is to have no boundaries. Having said that, there is fair and unfair discrimination. Let's say I go to Indianapolis and apply to play basketball for the Indiana Pacers. It is likely they would not hire me. If so, they have discriminated against me. They have chosen others instead of me. If they choose to not hire me because they believe others are better at basketball than me, they are perfectly justified. Nonetheless, it would be normal for me to feel excluded and rejected and disappointed. Not being chosen hurts regardless of the reason. We are not talking here about discrimination under the law. However, if the Pacers refused to hire me because of the color of my skin or the clothes I wear, that would be unfair discrimination. But either way, fair or unfair, discrimination hurts, the feelings are real, and they need to be voiced. That is what the Get Real About Discrimination empowerment group is all about.

## Need a Voice?

Every Friday during the IU school year in the Indiana Memorial Union

**IMU Persimmon Room.**

The doors open at **5:30 pm**—  
we begin promptly at **6:00 pm**.

**Everyone is welcome!**

### What is Get Real About Discrimination?

Get Real About Discrimination (GRAD) was founded by Kay Johnson in 2008. GRAD's primary activity is sponsoring weekly empowerment groups. The Get Real About Discrimination empowerment group is a place for participants to voice their feelings about and experience of discrimination. It is also a place for listeners to become educated about what discrimination looks and feels like. By encouraging those who have experienced discrimination to express themselves publicly without judgment or criticism we promote healing and we practice becoming a conscious and loving community.

<http://www.noglstp.net/iu/grad>

IU Spring 2010

**Get  
Real  
About  
Discrimination**

We are Ending Ignorance  
through Conscious  
Listening and Healing the  
effects of Discrimination  
through Authentic Public  
Self Expression.

# GRAD Empowerment Group Format

Introduction— A time to explain the GRAD empowerment group and become ready to Get Real.

Announcements— A time for anyone present to announce upcoming events that promote ending ignorance and/or healing discrimination.

Sharing— A time for participants to speak on any subject without interruption about their personal experiences using ‘I’ language; and for everyone to practice listening without judgment, criticism, crosstalk or feedback.

Personal Responsibility— A time for each participant to self-evaluate how well they adhered to GRAD guidelines.

Feelings of Mistreatment— A time for each participant to state whether or not they feel mistreated or discriminated against during the meeting.

Closing— A time to reconnect and to celebrate each other and ourselves.

‘Grant me the serenity,  
To accept the things I cannot change;  
The courage to change the things I can;  
And the wisdom to know the difference.’

“Following the Golden Rule is a policy of discrimination. You are favoring those like you and excluding those who are unlike you. ‘Do unto others as you would have done unto you.’ It only works if everyone is the same—i.e. like you.” —Kay Johnson

“Our lives begin to end the day we become silent about things that matter.” —Martin Luther King, Jr.

“Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, Who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you not to be?... Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do... And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others.” —Marianne Williamson

## GRAD Officers

Kay Johnson—President  
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Chris Kase—Vice President  
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Eric Plante—Vice President  
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## GRAD Group Roles

Chair— Runs the GRAD empowerment group by following the meeting format.

Vice-Chair— Takes over the chair's duties if not present and runs an additional sharing group if necessary.

Doorperson— Welcomes people, hands out information and shuts the door once sharing begins.

Participants— People who have committed to sharing and sit in the circle upfront.

Observers— People who listen silently and sit at the tables.

Officer positions are available. To learn more or to be added to our email list, contact Kay at: kayjohnson@noglstp.net