1. Identities you think about most often

2. Identities you think about least often

3. Your own identities you would like to learn more about.

4. Identities that have the strongest effect on how you see yourself as a person.
Increase your awareness of what is happening inside of you and around you by using the skill:

**PANNING**

Just as a movie camera “pans” the environment to see the whole picture, we need to continuously PAN all around us and inside of us as we increase our ability to notice the patterns of treatment and experiences of members of both dominant and subordinated groups.

Some guidelines for using the skill of PANNING:

**PAN:**

**PAY ATTENTION NOW**

- Intentionally observe and notice behaviors, comments, feelings, patterns of treatment...
- Wonder: Is this an isolated incident or a possible pattern of experience?

***AVOID falling into the trap of making a SNAP JUDGMENT ~ creating a “story” about what you see.

- PAN the specific details and facts of what you see, feel, hear...
- Describe what you PAN without any assumptions, interpretations, conclusions, or prejudgments
- Notice the group memberships of people involved as you PAN, and describe the group memberships if this information is useful to the discussion...

Adapted from materials developed by Elsie Y. Cross Associates, Inc. 1994 Delyte Frost, et al

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Panning Group Dynamics with an Inclusion Lens

Observers **Use the following prompts as you use an Inclusion Lens to observe and track/pan group dynamics:**

1. What differences are present in the group? Which group memberships? and how many from various groups?
2. Who is talking?
3. Who initiates the topics?
4. Whose ideas get discussed in-depth? Whose ideas don’t get much discussion and/or are discounted?
5. Who is quiet? Doesn’t speak as often as others?
6. Who interrupts others? Who gets interrupted?
7. How much air time do people take?
8. Who do people look at when they are talking?
9. Who has eye contact with whom while others are talking?
10. Who engages in side conversations?
11. How do decisions get made?
12. Who brings up issues of inclusion and diversity?
13. How do people respond when different issues of inclusion are raised?
14. As you notice interpersonal dynamics that are not inclusive, wonder: Is this an isolated incident or a possible pattern of experience?
15. What issues of inclusion are not being discussed?
16. 
17.

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RESOURCES

Multicultural Student Center

- msc.wisc.edu

Lesbian, Gay, Bisexual, Transgender Campus Center

- lgbt.wisc.edu

Office of Equity and Diversity

- www.oed.wisc.edu

Dean of Students Office

- www.students.wisc.edu/doso

McBurney Disability Resource Center

- mcburney.wisc.edu