



Are We So Different?™



“

Not everything that is faced can be changed, but nothing can be changed until it is faced.

”

— James Baldwin, author

As Minnesota grows more diverse, employers, governments, and non-profit organizations face new challenges. Moving past preconceived notions of race is crucial to relationships among employees, customers, and those we all serve.

We all know that people look different. Throughout history, those differences have been a source of strength, community and personal identity. They have also been the basis for discrimination and oppression.

And while those differences are socially and culturally real, contemporary scientific understanding of race and human variation is complex and may challenge how we think about it.

A world-premier exhibit at the Science Museum of Minnesota presents a hands-on way to help your staff explore the roots of racial discrimination and to discuss their own experiences with race and racism. *RACE* is a powerful exhibit that encourages audiences to explore the science, history, and everyday impact of race. Combined with the unique experience of facilitated Talking Circles, *RACE* can be an important tool for you and your staff to explore your preconceptions and attitudes in an involving, non-confrontational way.

- Employees can explore issues of race and discrimination on their own terms, without being put on the defensive.
- Real-world examples of how race has affected our history and shapes our lives today allow your staff to build empathy and understanding for differences and variations.
- Managing diversity is a strategic priority and a competitive necessity for many organizations.
- Creating a common experience exploring issues of race can create a more comfortable and supportive work environment: costs associated with excessive turnover and absenteeism can be reduced, problem-solving and innovation are stimulated, and tolerance for individuality is enhanced.
- Exploring issues of diversity in a way that makes all individuals feel involved can help to reduce exposure for employee complaints and lawsuits.

A Project of American Anthropological Association

A World Premiere Exhibition at the Science Museum of Minnesota 120 West Kellogg Avenue St. Paul, Minnesota 55102 smm.org/race

The Exhibit:

- Focusing on the history of the very idea of race and the effects of this idea throughout our history, *RACE* allows visitors to explore, at their own pace, how views of human variation have developed in our country and in their own communities and lives.
- Key topics explored include economic disparity and opportunity, health & medicine, schools, and the use and mis-use of science in race.
- The exhibit uses interactive displays, video, theater, and simulated environments, interspersed with views from leading commentators on race and everyday people.

Talking Circles:

- Talking Circles are facilitated discussions based on Native American traditions in which all participants are invited to reflect on their experiences in learning about and experiencing race as a factor in their lives and communities.
- The Circles are designed to allow you and your employees to explore your reactions to the exhibit and share your own experiences with race in a structured but non-hierarchical forum. The museum will rely on the Talking Circle process developed by the Minnesota Department of Corrections and taken from Native American traditions. The technique allows everyone to speak and to listen in a safe and respectful setting.
- Talking Circles are available by reservation only for groups of up to 35 for up to two hours.



[Racism] is not about how you look, it is about how people assign meaning to how you look.

— Robin D.G. Kelly, historian



RACE

January 10-May 6, 2007
Science Museum of Minnesota
120 W. Kellogg Ave.
St. Paul, MN 55107

For more information on *RACE* and the Talking Circles, as well as other programming opportunities, materials for families, and more, please visit www.smm.org/race.

For reservations for Talking Circle rooms, call the museum's Facility Sales office at (651) 221-2550.

RACE is a project of the American Anthropological Association. Funded by the Ford Foundation & National Science Foundation. Local programming provided by St. Paul Travelers Foundation, The St. Paul Foundation, Institute of Museum and Library Services, The Minneapolis Foundation, and the Archie and Bertha Walker Foundation.