



THE POINT MADE METHOD™

- P** - PAUSE
- O** - ONLY IF
- I** - INQUIRE
- N** - NAME THE THING SAID OR DONE
- T** - TELL THE IMPACT

- M** - MAYBE
- A** - ACKNOWLEDGE & APOLOGIZE
- D** - DO BETTER
- E** - EDUCATE

1

CONTEXT

A few teachers are in the faculty lounge brainstorming ways to celebrate Cinco de Mayo at school next month.

Jennifer: Oh, I know! I'll stop at the party store near my house and get a bunch of sombreros and ponchos for us to wear to school that day.

QUESTION

How do you handle this? One person should play the role of Jennifer. One person plays the role of a colleague who has just walked in on this conversation.

2

CONTEXT

At Back-to-School Night, leaders of the various student affinity groups introduce themselves and provide a brief description of their group. You're sitting near two white dads who start whispering to one another.

John: Where's the straight white boy group? I don't want my son to feel like he does not belong. What do I tell him?

QUESTION

How do you handle this? One person should play the role of John. One person should practice responding.

3

CONTEXT

Earlier in the day, the Head of School sent out a notice to students and families with a list of guidelines for Halloween costumes. At school dismissal, a parent starts complaining.

Jake: Look, I'm a progressive, but aren't we taking this a little too far? What's wrong with the kids having some fun with their Halloween costumes? Don't we want them to be interested in other cultures? And by the way, how come kids of color can dress up as...say, Harry Potter, but white kids can't dress up like...Black Panther?

QUESTION

How do you handle this? One person should play the role of Jake. One person practices how to respond to Jake.

4

CONTEXT

During a faculty and staff meeting, a few teachers who identify as people of color are talking about how they can't wait to attend the People of Color Conference next month. A colleague who identifies as white jumps into the conversation.

Jenna: I can't wait for POCC, either! I've never been to a diversity conference before. I can't wait to learn from you all.

QUESTION

How do you handle this? One person should play the role of Jenna. One person should practice responding.

5

CONTEXT

The Head of School has sent an email to all faculty and staff with details about the next three professional development workshops. In the staff lounge...

Jana: I am so over this diversity conversation. Nothing ever happens and it is a great waste of time. We are not paid enough to do this extra work.

QUESTION

How do you handle this? One person should play the role of Jana. One person should practice responding.

6

CONTEXT

An email goes out wishing, to people who celebrate it, a Happy Diwali.

*Jason: What is with all these random holidays?
Do we have to celebrate everything these days?*

QUESTION

How do you handle this? One person should play the role of Jason. One person should practice responding.

7

CONTEXT

A group of students has filed a petition with school administrators to have a gender-neutral restroom on each floor of the school building. The idea is being discussed during an admin team meeting.

Jeanine: This is so hard for me. I miss when things were normal.

QUESTION

How do you handle this? One person should play the role of Jeanine. One person should practice responding.

8

CONTEXT

A new paraprofessional has joined the school and needs to be introduced to coworkers.

Sandra: Jackson, let me introduce you to our new colleague who will be working with our afterschool team. This is Yukiko.

Jackson: Say what now? Um, I'm not sure I can pronounce that. I will call you "Kiki."

QUESTION

How do you handle this? One person should play the role of Sandra. One person should play the role of Jackson.

9

CONTEXT

During a faculty meeting, the assistant head of school tells the group that the admin team is launching a search for a new biology teacher.

Kayla: Can you tell us what you'll be doing to make sure you're considering a diverse slate of candidates for the job?

Jerry: What does race have to do with this? We're talking about a science teacher. Plus, we can't sacrifice quality.

QUESTION

How do you handle this? One person should play the role of Kayla or a colleague who has witnessed this. One person should play the role of Jerry.

10

CONTEXT

At the school's annual fundraising gala, board members, parents, faculty, and staff are mingling during the cocktail hour.

Jared (a board member): I'm so glad that we have these scholarship programs to bring at-risk students to our school. I've always wanted my kids to be around a lot of diversity. And thank God we're keeping these kids from being out there selling drugs — or worse!

QUESTION

How do you handle this? One person plays the role of Jared. The other person takes on the role of someone who hears this comment.

11

CONTEXT

A small committee of students and staff are brainstorming activities for an end-of-year celebration.

Jamie: Oh, I know! Let's rent one of those adjustable basketball hoops and do a dunking contest!

John: Or, let's go even bigger and have a full-on American Ninja Warrior course!

QUESTION

How do you handle this? One person should play the role of Jamie. One person should play the role of John. One person should practice responding to them.

12

CONTEXT

The Assistant Head of School is meeting with her admin team about a number of end-of-year events and programs.

Kevin (Director of Diversity & Equity): The LGBTQ affinity group is going to represent the school at next month's Pride parade.

Jane (Asst. Head of School): I'm really glad to hear we're having a presence this year. So important!

Kevin: They've asked for a few minutes at the next assembly to encourage their classmates to join them.

Jane: Oh, I just don't think we can squeeze them into the agenda. But I'm sure they can spread the word on their own.

QUESTION

How do you handle this? One person plays the role of Kevin. The other person plays Jane.

13

CONTEXT

A delegation of students and teacher-chaperones are taking a trip to visit a “sister school” in Latin America and are meeting to talk about logistics.

Betsy: I just want to let you all know that I'd like to keep my personal life private during all the social stuff we'll be doing. I'm not going to be mentioning my wife.

Julie: What?! That's crazy. You need to set an example. You need to tell them you're married to a woman. And if they have a problem with that ... Well, that's THEIR problem.

QUESTION

How do you handle this? One person should play the role of Betsy. One person should play the role of Julie.