

The American Dream  
SCHOOL EDITION

## CHANCE CARDS EXPLAINED

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Underlined text are active links.

### CHANCE CARD 1

Your GPA and SAT scores are on the low end of the range for students accepted to your top-choice college.

You talk to your parents about introducing you to one of their friends who is an influential alumnus and who sits on the board of the school.

**If you're from a higher-income home, move ahead 1 space.**

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### CHANCE CARD 1 EXPLANATION

Studies have shown that legacy and alumni connections can lead to **an advantage in the college admissions process**. While most top universities factor in legacy status when considering a student's application, some are openly opposing these connections in a commitment to fairness.

### CHANCE CARD 2

Your cousin is getting married in a church and has asked you to be part of the wedding party.

Another family member questions whether you should be part of the ceremony and says, "How will it look in the photographs?" and then suggests you serve as an usher, instead.

**Non-heterosexual and gender non-conforming individuals move back 1 space.**

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### CHANCE CARD 2 EXPLANATION

Family relationships can be critical to an individual's LGBTQ identity. Exclusion from family events can add to the trauma of acceptance for non-straight and gender non-conforming individuals. It is important for LGBTQ people to have a **family support system**. It also is important for relatives to learn about ways to be more accepting and inclusive of family members who identify as LGBTQ.

### CHANCE CARD 3

Your name is consistently mispronounced at your new school, even though you have politely corrected people, sometimes more than once.

**Black, Latinx, and Asian individuals move back 1 space.**

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### CHANCE CARD 3 EXPLANATION

Mispronouncing names of students can have a **lasting impact on their school experience**. Taking the time to learn the correct pronunciation of a student's name shows a sign of respect and is critical to helping them adjust to their school community. For students of color, feeling unknown adds another layer of marginalization, especially if their name reflects their culture and their difference from the dominant group.

CHANCE CARD 4

It's Halloween.

**Black, Latinx, Native, and Asian individuals move back 1 space.**

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CHANCE CARD 4 EXPLANATION

People of color and individuals from various racial, ethnic, and cultural backgrounds are subjected to multiple forms of racism and discrimination. It is incredibly inappropriate to dress up as them on Halloween. **Cultures are not costumes.** Ethnic and racial stereotypes are NEVER acceptable Halloween costumes.

CHANCE CARD 5

While working on a group project with classmates, you come up with a pretty cool idea that basically gets ignored.

A little later in the work session, a male classmate makes the exact same suggestion and everyone thinks it's the best idea ever.

**All young men move ahead 1 space.  
All young women move back 1 space.**

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CHANCE CARD 5 EXPLANATION

While girls are typically seen as outperforming boys academically in formal school settings, men continue to dominate in leadership roles in school and the workplace where their ideas tend to be heard and their contributions seen as more valuable than their female peers -- **even at a very young age.** Educational and workspace initiatives are being implemented that empower young girls and women and create spaces for them to be heard.

CHANCE CARD 6

During a lesson on Jim Crow laws, you and your classmates have a passionate discussion about race in the United States.

The content is focused only on black-white relations.

**People who are Latinx, Native, and Asian move back 1 space.**

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CHANCE CARD 6 EXPLANATION

Jim Crow laws of the South had a humiliating and harmful impact on the daily life of blacks Americans. The specific law applied to black people and the segregation of schools, parks, libraries, drinking fountains, restrooms, buses, trains, and restaurants. The impact of Jim Crow is often viewed **from the perspective of black and white race relations**, leaving people of color who do not identify as black, but whose ancestors also suffered from racial segregation in written and unspoken ways to wonder **where they fit in the conversation.**

CHANCE CARD 7

While at the mall, you need to use the restroom. You easily find a bathroom that meets your needs.

**Transgender and gender non-conforming individuals move back 1 space.**

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CHANCE CARD 7 EXPLANATION

Bathrooms have been identified as spaces where transgender and gender non-conforming individuals have been bullied and harassed. **Gender neutral bathrooms** are an example of how to provide safety and comfort to transgender and gender non-conforming individuals. They are also indicators of inclusion and respect.

## CHANCE CARD 8

You are the student representative sitting on a committee reviewing applicants for a new faculty position at your school. You state the importance of reaching out to a diverse pool of candidates.

A school administrator on the committee reacts by saying, "But we can't sacrifice skills and experience. We need the best person."

**White young men move ahead 1 space.**  
**White young women remain in place.**  
**All non-white individuals move back 1 space.**

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## CHANCE CARD 8 EXPLANATION

The school administrator in this card makes a false assumption that hiring a person from an underrepresented group means that the person **won't be the most qualified**. Diversity is essential in recruiting and hiring. Schools **should recruit faculty from different backgrounds**, who speak different languages, and who are differently able to expose students to various perspectives and capabilities. This will also make students who come from a range of backgrounds feel more comfortable.

## CHANCE CARD 9

Your dad asks you to stop at the grocery store on the way home from school to get more milk.

While you're scanning the aisles, a man comes up to you and asks, "Where can I find the batteries?"

**All people of color move back 1 space.**

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## CHANCE CARD 9 EXPLANATION

A large percentage of the workforce in service occupations are **people of color**. Even though service employees typically wear uniforms, name tags, people of color overwhelmingly report being mistaken for employees while shopping or running errands.

## CHANCE CARD 10

A teacher at school keeps confusing you for one of your classmates who is the same race and gender as you.

**All people of color move 1 space back.**

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## CHANCE CARD 10 EXPLANATION

A teacher not being able to tell the difference between two students of color is an example of a **microaggression**. Although unintentional, it's known as the "**cross-race effect**" and can be committed without awareness of the impact and because the teacher may not have had much exposure to people of color. This can have a lasting effect on students' experience in school and is, unfortunately, an experience **reported frequently by people of color**. It's where the common refrain, "We don't all look alike" comes from.

## CHANCE CARD 11

You are at the airport on your own, returning home from visiting a family member over spring break.

You are waiting for your flight to board, and the gate agent makes an announcement. People start moving, but you don't know what's happening.

**Hearing-impaired people move back 1 space.**  
**Non-native English speakers move back 1 space.**

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## CHANCE CARD 11 EXPLANATION

Unlike other visual forms of disability, being **hearing impaired** is not a visible difference. Public announcements should provide visual cues to help the hearing impaired, as well as various translations **to be of service** to non-English speaking individuals.

CHANCE CARD 12

You're at a new school this year and have joined the soccer team. You agree to go out for dinner with a few teammates after practice one evening.

Halfway through the meal, one of them jokingly asks you how to do Kung Fu.

**Asian individuals move back 1 space.**

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CHANCE CARD 12 EXPLANATION

It is racially insensitive to assume that all Asians and Asian Americans participate in the martial arts. Although Kung Fu is practiced all over the world, Asians continue to **challenge stereotypes** that automatically link them with martial arts.

CHANCE CARD 13

You've recently moved to the U.S. and are still trying to learn English.

The public library in your neighborhood is offering free English classes and job placement assistance for English language learners.

**Non-native English speakers move 1 space forward.**

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CHANCE CARD 13 EXPLANATION

English language skills are essential tools in achieving career success. **Research** suggests that more than 20 million people have limited English proficiency. Programs like the example one described in this Chance Card provide critical support for English language learners. However, sometimes programs like these are perceived by many Americans to be evidence that the country is now **helping people of color more than white people.**

CHANCE CARD 14

A few of the colleges you've applied to require interviews.

Your school counselor advises you to "dress to impress."

**People from higher-income homes move 1 space forward.**

**Those from lower-income homes move 1 space back.**

**Young men move 1 space forward.**

**Young women move 1 space back.**

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CHANCE CARD 14 EXPLANATION

Dress codes are changing. Often, dress codes **unintentionally target girls, women, and students of color.** Schools and corporate settings are updating their dress code policies to be more gender neutral and responsive to socio-economic differences and individuality.

CHANCE CARD 15

Ouch! You cut your finger on a staple right before an interview for an internship.

There is only time for you to grab a BAND-AID® from the nurse's first aid kit.

**People with dark and medium skin tone move back 1 space.**

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CHANCE CARD 15 EXPLANATION

People of color are a driving force in product consumerism. **Flesh colored band-aids** are examples of products marketed to reflect white skin, instead of the various skin tones of people of color. This incident is also an example of **stereotype threat** because it occurs right before this person is about to enter into a situation where their performance has consequences.

CHANCE CARD 16

A series of racially motivated hate crimes has been committed recently on a local college campus. You are completely distraught and are finding it difficult to focus on anything else.

You try to talk about the situation at lunchtime with friends, but they don't know what you're talking about – and don't seem interested in learning more.

**People of color move 1 space back.**

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CHANCE CARD 16 EXPLANATION

Hate crimes have a growing presence on college campuses. Reports pointed to a notable increase during the 2016 presidential election. According to the FBI, of the crimes reported, the most significant were crimes against multiracial victims, African-Americans, and Jews. For students in the minority -- whether due to their race, religion, or sexual orientation -- ignoring incidents like these can **make them feel isolated**, and unsafe.

CHANCE CARD 17

After taking a gap year after high school to work at a local restaurant and save some money, you've decided to go to college.

While waiting on your financial aid package, you start looking for private scholarships, but most of them are only open to women and people of color.

**White males, stay put.**

**Young women and people of color move ahead 1 space.**

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CHANCE CARD 17 EXPLANATION

Numerous scholarships are aimed at minorities and women as part of efforts to boost diversity on college and university campuses. With the growing number of women and people of color on campus, white students have begun to question the criteria for scholarships and are challenging college and university financial aid/scholarship practices. However, research shows that, **white students, overall, still receive a higher percentage** of merit-based scholarship, grant funding, and private scholarships than people of color.

CHANCE CARD 18

Some friends at school are getting together over the weekend to play pick-up basketball.

**Asian individuals move back 1 space.**

**People with a physical disability move 1 space back.**

**Where do black people move?**

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CHANCE CARD 18 EXPLANATION

People assume Asians and Asian Americans **aren't good at basketball** and that black people are. Black athletes have proven success in basketball, but not all black people are good at basketball. Assuming so is a **stereotype**, which can be hurtful to black students who aren't good at basketball and thus, don't fit into society's idea of what it means to be black. In addition, to assume that non-blacks or people with disabilities are not capable of playing basketball reinforces negative stereotypes about race and ability.

CHANCE CARD 19

You are hanging out at the mall when a group of kids walks by, making fun of your religious head covering.

**Observant Muslims and Jewish young men move back 1 space.**

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CHANCE CARD 19 EXPLANATION

Historically, head coverings have been worn **in many cultures** for various reasons -- from being indicators of class and religious beliefs to fashion trends and traditional dress. Religious head coverings present another challenge towards inclusion and acceptance in communities where the individuals wearing them are in the minority because those in the majority might view the head coverings as "not normal." Making fun of people who wear them is a form of exclusion.

CHANCE CARD 20

While talking with friends on the front steps after school, one of the guys in your friend group makes a comment that you always seem so angry and half-jokingly says he's scared of you.

**Black and Latina girls move back 1 space.**

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CHANCE CARD 20 EXPLANATION

Black women are often the victims of negative stereotyping. A common stereotype is the false notion of the "**angry black woman.**" Black and **Latina women** are often perceived as aggressive and quick-tempered when showing emotions such as anger and frustration. However, American pop culture continues to benefit from the unique traits associated with black and Latina women's self-expression.

CHANCE CARD 21

You arrive at an office building for an internship interview with a start-up where the dress code is casual.

The reception staff in the lobby directs you to the service entrance.

**Black, Latinx, and Middle Eastern people move back 1 space.**

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CHANCE CARD 21 EXPLANATION

Because people of color are disproportionately represented in service jobs, many people automatically -- and often unconsciously -- assume any person of color is part of the service staff. This type of bias and stereotyping extends into everyday activities such as going to work or returning home at the end of the day. The unsettling theme is "you don't belong here" and the impact can range from deep frustration to fear. Many of these incidents have been popularized on social media with hashtags such as **#waitingwhileblack**, **#livingwhileblack**, and **#existingwhileblack**.

CHANCE CARD 22

You find the perfect internship for your planned career path!

The internship is unpaid.

**People from higher-income homes move 1 space ahead.**

**People from lower-income homes move 1 space back.**

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CHANCE CARD 22 EXPLANATION

Internships are great ways to gain experience and access. They allow interns to gain insight and training in a chosen field that they might not be able to get otherwise. Sometimes, companies pay interns, but **unpaid internships** are a common practice. Unpaid internships unintentionally discriminate against people who might have the same talent and ambition, but less income to cover their living expenses.

CHANCE CARD 23

You're part of an affinity group for individuals who identify as an underrepresented demographic at your school. The head of the school holds monthly meetings with these groups.

It's a great opportunity for face-time with him.

**Heterosexual white guys stay put. Everyone else, move ahead 1 space.**

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CHANCE CARD 23 EXPLANATION

**Affinity groups** were created as a way to address racial tension by celebrating identity and building community. Students join these groups to feel comfortable being themselves in school environments. Research shows that affinity groups are best practices for addressing the need for safe environments that allow students to raise and navigate issues they may not feel comfortable exploring in predominantly white school settings where most founders, heads of school, faculty, alumni and students are white.

CHANCE CARD 24

You and your homecoming date go out to dinner at a nice restaurant with two other couples before the dance.

After dinner, you're all standing at the valet stand waiting for your car and an older woman comes up to you and hands you her valet ticket, assuming you are the parking attendant.

**Black and Latino guys move 1 space back.**

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CHANCE CARD 24 EXPLANATION

People of color continue to encounter moments of racial insensitivity. Even President Barack Obama **shared**, "There's no black male my age, who's a professional, who hasn't come out of a restaurant and is waiting for their car and somebody didn't hand them their car keys."

CHANCE CARD 25

You have a new teacher take over your history class mid-semester. He asks everyone to go around the room and introduce themselves.

After your turn, he compliments you on how well you speak English and then asks you where you're from.

**Native English-speaking Asian Americans move back 1 space.**

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CHANCE CARD 25 EXPLANATION

The United States is a country of immigrants, yet some citizens are considered more foreign than others. The term used to describe this phenomenon is "**perpetual foreigner**" - the idea that, even if you were born in the U.S., you still don't look "American." This example is part of a general stereotype concerning Asian Americans and the perception of native English speakers in the United States. Of course, some Asian Americans are immigrants or the children of immigrants, but many are the descendants of several generations of U.S.-born citizens.

CHANCE CARD 26

You and a male friend both have an internship at a law office downtown.

Before meetings, your supervisor always asks you to fill up the water and coffee pitchers and asks your friend to set up the PowerPoint presentation.

**Young women move back 1 space.**

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CHANCE CARD 26 EXPLANATION

Studies show, women in male-dominated spaces often feel under disproportionate pressure to perform. They feel left out, and unsupported. Many women report being on the receiving end of microaggressions at work and targeted by behaviors, actions, and statements that exclude, demean, or insult them, including the assumption that their role is to do **tasks** historically considered "female," like taking notes, organizing parties, or taking the lead in getting food and drinks for gatherings, while men take on the roles of decision-making and idea-generation.

CHANCE CARD 27

While chatting with a friend at a coffee shop, a stranger touches your hair and comments on how pretty it is.

**Black, Asian, Latina, and Native American girls move back 1 space.**

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CHANCE CARD 27 EXPLANATION

For women of color, hair plays a central role in cultural identity. The fascination with women of color and their hair is often interpreted as offensive. For example, black women's hair is often viewed **as exotic and curious to others**. The discussion and fascination are frequently framed in stares, curiosity, and even the occasional touch. Curiosity is normal, but touching someone's hair or body without their consent is unacceptable. And, asking to touch a stranger's hair is a mismanagement of boundaries.

CHANCE CARD 28

Your family is planning a ski trip with two other families over a long weekend. Your dad offers to book an Airbnb for all three families to share, but several Airbnb hosts decline his requests.

He has to ask another parent - who is white - to book the house, and the request is accepted.

**All people of color move 1 space back.**

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CHANCE CARD 28 EXPLANATION

Racial bias exists in housing. It is not uncommon for investigators to use black and white applicants with identical backgrounds to try and secure a lease from a landlord or housing organization, resulting in the white applicant being approved and the person of color being denied. The company, **Airbnb**, has been penalized for racial discrimination after it was discovered that hosts regularly refuse to rent to guests due to their race.

CHANCE CARD 29

You and your aunt are back-to-school clothes shopping at a department store. A store clerk follows you around while you're shopping.

Then, after you make your purchase and try to leave, a security guard stops you and your aunt and asks to see your receipt.

**Black, Latinx and Native individuals move back 1 space.**

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CHANCE CARD 29 EXPLANATION

Racial discrimination alters the experiences of people of color while shopping. Retail stores are often the place of **bias against people of color** where employees are hesitant to serve shoppers who are of color, and worse, perceive them as prospective shoplifters.

CHANCE CARD 30

A classmate whose parents are out of town throws a party where you have a couple of drinks. You drive home and get pulled over.

**If you're from a higher-income home, move ahead 1 space.**

**Lower-income home, move back 1 space.**

**Black and Latinx individuals move back 1 additional space.**

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CHANCE CARD 30 EXPLANATION

**Socioeconomic status** is one of the many factors influencing alcohol use and its related outcomes. Other factors, such as race, ethnicity, and gender also contribute to **harsher consequences** for alcohol-related infractions. Poverty has a disproportionate impact on poor people for alcohol-related incidents such as underage drinking and driving under the influence. It also directly effects their access to a quality legal defense resulting in longer periods in jail awaiting trial and their sentencing.

CHANCE CARD 31

You and your friends go out to the movies and you drive. After the movie ends, it's raining so you offer to get your car and bring it around to the front so no one else gets wet.

When you pull up, a stranger gets into the back seat assuming you are his Uber driver - while all of your friends watch.

**Black, Latino, and Middle Eastern guys move 1 space back.**

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CHANCE CARD 31 EXPLANATION

There are often incidences where a person assumes **a person of color is there to serve them**. These incidents are common in hotels, restaurants, and other service establishments. The problem is the assumption that if you are a person of color in a predominately white establishment, you are there in a service capacity. While a one-off incident like this could be dismissed as "an honest mistake," **the repeated experience can be frustrating, painful, and humiliating.**

CHANCE CARD 32

You have received a scholarship from a local foundation and attend the organization's black-tie fundraising event to celebrate all the recipients.

As you're walking to the restroom, a woman stops you and asks for a drink refill.

**Black and Latino young men move 1 space back.**

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CHANCE CARD 32 EXPLANATION

Awareness of racism and discrimination in everyday encounters is crucial in the struggle for social justice. Despite working in a range of professions, people of color are disproportionately mistaken for waiters or servers. **Stereotypes** and lack of visibility of and exposure to a range of identities and experiences contribute to the ongoing assumptions about people of color.

CHANCE CARD 33

Prom is only two weeks away and you can't wait. You have a great dress, and the perfect choice for shoes would be nude-colored.

You go shopping for dressy, nude-colored shoes, but there are none that match your skin tone.

**All girls move 1 space back.**

**All girls with medium or dark skin tone move back 1 space.**

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CHANCE CARD 33 EXPLANATION

"Nude" clothing, underwear, and makeup that are supposed to reflect skin tone are usually marketed to white consumers and often only come in **one shade of "nude"** -- i.e., beige. This egregious type of exclusion sends a hurtful message to people of color, especially young people. Even crayons have presented challenges for young students to match their skin tone in art work. More inclusive products are on the market and continue to be developed to recognize people of color as consumers.

CHANCE CARD 34

Your state legislature votes to abolish affirmative action.

**Men move ahead 1 space.**

**Whites move ahead 1 space.**

**Women move back 1 space.**

**People of color move back 1 space.**

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CHANCE CARD 34 EXPLANATION

**Affirmative action** has been defined as the practice or policy of favoring individuals belonging to groups known to have been discriminated against. If the practices and policies for hiring, promotions, voting and education were equitable in this country, Affirmative action would never have been necessary. Even with affirmative action in place, people of color, women and people with disabilities are still largely underrepresented in the workplace, in management, and in educational institutions.

CHANCE CARD 35

You've made the travel soccer team and really like your new teammates and you are trying to make connections with them.

Everyone talks quickly and they crack a lot of jokes.

**Non-native English speakers move back 1 space.**

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CHANCE CARD 35 EXPLANATION

**Non-native speakers of English** generally have a difficult time understanding jokes in English. Often, it is difficult to follow the flow of friendly bantering and joking which can be a huge challenge when trying to fit in and develop connections and friendships. Slowing down and including new language learners can help them feel like they belong.

CHANCE CARD 36

You and your lacrosse team are staying in a nice hotel out-of-state for a regional tournament.

Every time you enter the hotel lobby, a hotel staff member stops you and says, "Can I help you?" while your white teammates don't get stopped at all.

**Black and Latinx individuals move back 1 space.**

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CHANCE CARD 36 EXPLANATION

Racism and discrimination in everyday encounters are all too common. People of color continue to suffer from race-based assumptions **when visiting predominately white spaces** or engaging in activities that are disproportionately associated with white people.

CHANCE CARD 37

At the beginning of each school year, student government representatives get to go on a two-day retreat to a local camp. This is your first year serving on student government and you can't wait to go on this trip.

When you arrive, you see that the first big team-building activity involves an American Ninja Warrior-style competition.

**People who are not able-bodied move back 1 space.**

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CHANCE CARD 37 EXPLANATION

School systems typically include a significant number of students with disabilities. Activity organizers who **provide more thoughtful accommodations for students with disabilities and non-able-bodied individuals** create a more inclusive environment for everyone.

CHANCE CARD 38

During a civics class discussion about marriage equality laws, a friend accidentally "outs" you in front of the whole class.

You have never told anyone at school your sexual orientation.

**People who aren't heterosexual move back 1 space.**

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CHANCE CARD 38 EXPLANATION

Coming out as an LGBTQ person can be one of the most challenging times for an individual. Being outed or having your sexual orientation and/or identity exposed to family, friends and the broader community without your consent can be **devastating** and impact an individual's mental health. Thankfully, there are schools, communities and many organizations and resources to help individuals navigate the coming-out process.

CHANCE CARD 39

You are finally going on a first date with someone you've liked for a while now. Your mom lets you borrow her car for the evening.

You pick up your date and while driving to the movies, a police officer pulls you over.

**Black and Latino guys move back 1 space.**

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CHANCE CARD 39 EXPLANATION

People of color are pulled over by police at rates exceeding those of whites. Law-abiding black and Latino drivers are often left **frightened**, humiliated, or worse after being stopped by police, who too often see them as criminals. There are countless examples of this documented by the news, social media, and even police dashboard cameras. This is a reality of racism in America.

CHANCE CARD 40

Your parents have found the family's dream house!  
They apply and are approved for a home mortgage.

**White people from high- and middle-income families, move ahead 1 space.**

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CHANCE CARD 40 EXPLANATION

Black and Latinx people have been and are still routinely **denied mortgage loans** at rates far greater than white people. Research shows a troubling pattern of troubling denials for people of color across the United States even though protected classes have been established based on race, color, religion, sex, handicap, familial status, and national origin.

CHANCE CARD 41

Your volleyball coach has signed your team up for a big tournament that happens to overlap with Yom Kippur.

**Jewish individuals move back 1 space.**

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CHANCE CARD 41 EXPLANATION

Every year, school communities that observe the Jewish High Holidays must resolve scheduling conflicts between religious obligations and school or work responsibilities. School systems and organizations should make an effort to accommodate the observance of all religious holidays to create a **welcoming and respectful culture** and workplace environment.

CHANCE CARD 42

You're at the mall with your older sister and her friends. You're looking for a gender-neutral restroom.

One of her friends asks, "Why can't you just use the normal bathroom?"

**Transgender and gender non-conforming individuals move back 1 space.**

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CHANCE CARD 42 EXPLANATION

Gender expression and identity is about more than bathrooms. **Gender-neutral restrooms** can benefit transgender individuals and people outside of the **gender binary**. Creating welcoming and inclusive spaces is an extension of our common humanity. Fun fact: The bathroom in your home is gender neutral.

CHANCE CARD 43

You're one of the strongest members of your school's debate team.

You find out that a major competition will be held on Eid al-Fitr.

**Muslim individuals move back 1 space.**

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CHANCE CARD 43 EXPLANATION

**Eid al-Fitr** is an important religious holiday celebrated by Muslims worldwide that marks the end of Ramadan, the Islamic holy month of fasting. School systems and organizations that try to accommodate the observance of all religious holidays and practices create a more **welcoming and respectful culture** and workplace environment.

CHANCE CARD 44

You have an interview for a summer internship at a health clinic. It's perfect because you're hoping to study nursing in college.

The hiring manager is impressed with your resume, but seems impatient with your accent.

**Non-native English speakers move back 1 space.**

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CHANCE CARD 44 EXPLANATION

**“Accent Bias”** is often a barrier to non-native English speakers in terms of career opportunities and advancement. A person's accent is often associated with their national origin, and we tend to favor certain accents while being annoyed by others. There are employment laws that prohibit discrimination based on one's race, children, religion, sex, age, disability, sexual orientation, gender, and national origin. In that regard, employees cannot be discriminated against based on their ancestry, birthplace, and culture. Discriminating against someone because of their accent is against federal law.

CHANCE CARD 45

You've been offered an amazing position at a new start-up. It's your perfect first job after college.

While reviewing the offer, you see that the health insurance won't cover a prescription you need.

**Lower income individuals and individuals in need of medication move back 1 space.**

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CHANCE CARD 45 EXPLANATION

Health care continues to be affected by and contribute to **income inequity**. The impact of the cost of medication has important consequences. Not all health plans cover all drugs, and drugs that are not covered by health insurance can cost individuals a lot of money.

CHANCE CARD 46

When you interact with people, they don't know the appropriate pronouns to use when talking to you and about you.

**Transgender and gender non-conforming individuals move back 1 space.**

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CHANCE CARD 46 EXPLANATION

Pronouns are tools used to refer to people (i.e. they/them/theirs, she/her/hers, he/him/his). Some pronouns can be used for any gender and are gender neutral. It is important to give people the opportunity to state the **pronoun that is correct** to use when referring to them, as it conveys a sense of respect and dignity.

CHANCE CARD 47

It's February - Black History Month - and your school celebrates by serving fried chicken and watermelon in the dining hall.

**All black individuals move back 1 space.**

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SCHOOL EDITION

CHANCE CARD 47 EXPLANATION

The choice to celebrate Black History Month through fried chicken **reinforces racial stereotypes**. The depiction of black people eating fried chicken can be traced back to slavery and solidified through racist, mocking portrayals of black people in film. When trying to celebrate diversity through food, it is essential to be mindful of the various negative stereotypes associated with the race and culture being honored.

CHANCE CARD 48

Auditions are coming up for the school's winter play and you plan to go for one of the lead roles.

The theater director posts the casting call which has a role description that reads, "An All-American Girl."

**All girls of color move back 1 space.**

*The American Dream*  
SCHOOL EDITION

CHANCE CARD 48 EXPLANATION

Historically, "All-American Girl" has been a reference to being white and having blonde hair and blue eyes. This imagery was assigned a wholesome quality that ultimately became the **standard of beauty** for many women. Women of color continue to break down the stereotypes and assert themselves as another version of the all-American girl, particularly in media and entertainment.

CHANCE CARD 49

You and a friend are goofing around and shadow-boxing in the hallway in between class periods. A teacher sees you and runs over and yells, "Break it up!"

You tell her you're just goofing around, but she sends you to the principal's office.

**Black and Latino young men, move back 1 space.**

*The American Dream*  
SCHOOL EDITION

CHANCE CARD 49 EXPLANATION

Black and Latino boys are being **punished at far higher rates** than other students. The Department of Education Reports, "Black students made up 15 percent of students enrolled in schools across the country but accounted for 39 percent of those suspended out of school at least once. Of the 120,700 students expelled from school in 2015-16, 33 percent were black. Black students were also overrepresented among those who were physically restrained (27 percent) and secluded in rooms in which they were prevented from leaving (23 percent)." This is a reality of bias and racism.

CHANCE CARD 50

Your friends are congratulating you for getting into your first choice for college.

One of them says she wishes she wasn't white because it would be so much easier to get into her top choice, too.

**Black, Latinx and Native people move back 1 space.**

*The American Dream*  
SCHOOL EDITION

CHANCE CARD 50 EXPLANATION

In the college admissions process, affirmative action has come under attack by white students who claim they are being denied access behind lesser qualified students of color. The debate has generated several cases before the US Supreme Court. Despite the perception that it's easier to get into college for a person of color, most colleges in the United States **remain disproportionately white**. This situation also reveals that some white students might see their acceptance into the college of their choice as something that is taken away from them by a person of color, which suggests they believed it belonged to them from the start. This is a clear example of entitlement.