

Up/Down

Up/Down is an exercise used in exploring multiple identities that comprise Culture and Identity that help us get to know members in our group and ensure that everyone is included. As various categories are called out, people in the group stand to indicate the groups to which they belong. Identities include birth order, age, socioeconomic status, geographic origin and more. As they stand, questions are asked about the positives, negatives, and stereotypes associated with that identity. Designed to help a group of seemingly similar or dissimilar people uncover commonalities and forge connections that would otherwise not be identified between them. It also gives participants a glimpse into the positives and negatives associated with identities dissimilar from their own.

Have people in the group stand (or raise their hands if standing is not possible) to indicate the group to which they belong. Ask them one of the questions below, ask them to introduce themselves:

What is it like being ...?

What is the best part about ...?

What stereotypes are associated with ...?

What is the worst part about ...?

What do you wish you never had to hear someone say about . . . ?

What is something others might not know about ...?

Other Questions:

What one word could (someone older, younger, peer) use to describe you?

How often do you refer to this aspect of your identity in conversation?

What three adjectives describe you?

What five characteristics or stereotypes related to this aspect of your identity actually reflect you?

How old were you when you first realized that someone else did not share this aspect of your identity?

Did someone in your family tell you?

(select 3, 4, or more categories as time permits)

Birth order - Oldest; Singlet; Youngest; Twin or Multiple; Middle

Learning/Thinking style - Visual; Auditory; Tactile; Spatial/Relationships; Musical; Interpersonal (others); Intrapersonal (self).

Relationships – Social interactions and close relationships with others who do not share some of your multiple identities

Homelessness – To avoid putting anyone in an uncomfortable position, all of us who have a family member, friend, or someone else we care about who has or has been homeless

Socioeconomic status – Looking back on your childhood, did you feel that your family had: Enough; Less than Enough; More than Enough

Religion -- Protestant; Catholic; Hindu; Muslim; Agnostic; Atheist; Jewish; Buddhist; non-Religious

Jail or Incarceration - To avoid putting anyone in an uncomfortable position, all of us who have a family member, friend, ourselves, or someone else we care about who is or has been incarcerated

Military status – Retired; Active Duty; Dependent Son or Daughter; Dependent Spouse; Reserves; Other

Ability or Disability - To avoid putting anyone in an uncomfortable position, all of us who have a family member, friend, or someone else we care about who has or has had physical, emotional, or mental ability challenges

Work experience – 20 years or more; 5-10 years; New to WORKPLACE/PROFESSION

Education – 1st Generation College; Name/Location of Undergraduate school; High School; Some college; Associate degree; Bachelor degree; Master degree; Doctorate degree (Alternatives: School, other in-state schools, school outside state)

Interests/Hobbies – Reading, Needle-crafts, Sports, Nature/Outdoors, Cooking/Food, Puzzles, Hand-crafts, Writing/Journaling, Art, Gaming, Music, Collecting, Competitive, Observation

Languages – Monolingual, Bilingual, Multilingual

Marital status – Single; Married; Divorced/Separated; Living with Partner

Sexual Orientation – To avoid putting anyone in an uncomfortable position, all of us who have a family member, friend, ourselves, or someone else we care about who is Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and Asexual or Ally (LGBTQA).

Geographic/Ethnic origin (self, parents, siblings, grandparents):

Outside North America

Asia - *Central Asia* (Kazakhstan, Kyrgyzstan, Tajikistan, other); *East Asia* (China, Hong Kong, Japan, North Korea, South Korea, other); *Southeast Asia* (Indonesia, Thailand, Vietnam, Philippines, other); *Southern Asia* (Afghanistan, India, Pakistan, other); *Western Asia* (Iraq, Israel, Kuwait, Lebanon, Palestine, Saudi Arabia, Turkey, other); *Northern Asia* (Russia)

Africa - *North Africa* (Egypt, Liberia, Sudan, other); *West Africa* (Morocco, Mali, Senegal, other); *Central Africa* (Nigeria, Zambia, Congo, other); *Horn of Africa* (Ethiopia, Somalia, other); *South Africa* (Madagascar, South Africa, Namibia, other)

Australia, New Zealand, Fiji

Europe - *North Europe* (Norway, Sweden, other); *Central Europe* (Germany, Poland, Czech Republic, Ukraine, other); *Southern Europe* (Spain, France, Italy, Greece, other); United Kingdom, Ireland

Americas - *North America* (Western Canada, Central Canada, Eastern Canada, Northern US, Southeast US, Southwest US, Northwest US, Midwest US, Mexico, Bahamas, Puerto Rico, Jamaica, Costa Rica, Cuba, other); *South America* (Brazil, Argentina, Chile, Colombia, other)

Age

Generation Name	Characteristics	Births Starting	Births Ending	Youngest Age Today	Oldest Age Today (if still alive)
The Lost Generation -The Generation of 1914		1890	1915	101	126
The Interbellum Generation		1901	1913	103	115
The Greatest Generation	Experienced WWII	1910	1925	91	106
The Silent Generation	Civil Rights Movement	1923	1944	72	93
Baby Boomer Generation	Space Exploration, First Modern "counterculture"	1945	1964	52	71
Generation X	Experienced Vietnam War/Cold War, Rise of Mass Media	1965	1980	36	51
Generation Y - The Millennials - Gen Next	Rise of the Information Age, Internet, War on Terror, Iraq War, Rising Gas and Food Prices	1980	2000	16	36
Generation Z	Explosion of the Information Age, Internet, dot com bubble, Digital Globalization	2000	2015	1	16