



## School You, Inc.: Institutional Oppression Exercise

We are all here today as the owners of *School You, Inc.*, and our objective is to create the perfect organization that is able to perpetuate the oppressive status quo, *but not get caught doing it*. The subtler (and more devious) we are, the better!

<p><b>Personnel</b></p> <p>Who should we hire? Where should they be placed in the organization?</p> <p>How do we do outreach in the hiring process?</p> <p>How is supervision provided? Who provides it? When, and to whom?</p> <p>Who do we promote?</p>	
<p><b>Policies and Practices</b></p> <p>How should discipline be used? Who should really make decisions? Who should receive mentoring?</p> <p>How should resources be distributed internally? (training, information, etc.)</p>	
<p><b>Constituency</b></p> <p>What types of Board members should we try to get? What should they look like?</p> <p>Who should we "allow" to participate, receive services, or take part in our organization?</p> <p>Should we have a "diversity" committee? Who should be on it? What things should it be allowed to do?</p>	
<p><b>Structure</b></p> <p>Where should we build our organization/school/company?</p> <p>What should be our hours of operation?</p>	
<p><b>Mission/Vision/Culture of Organization</b></p> <p>What's our <i>mission</i> (25 words or less)?</p> <p>What's the culture like in our organization?</p> <p>What do we want outsiders to see and think when they walk through our doors?</p>	