1. What is a minority? How do we identify a minority? Is majority based on numbers, power, or both? What about South Africa, women, or the white population of the world?

2. What is “the problem?” Is it people of color, or is it the negative reactions of majority group members to the differentness of others? Whose problem is it?

3. What propaganda techniques did the leader use to influence the outcome of the exercise? Which techniques do you see being used in society at large to support racism, sexism, and/or ageism?

4. Can you cite parallels from today’s society to the attitudes and behaviors of the participants during the exercise?

5. Participants in this exercise are exposed to discrimination for a short time; relate their behavior and performance to that of minority group members in our society who are exposed to discrimination for a lifetime.

6. From what you’ve seen in this film, who do you feel is responsible for the existence and elimination of racism in our society? The school? Your parents? Religious leaders? The government? The heads of major corporations? The legal system? You?

7. Respond to the following adage, either pro or con: “You can’t teach an old dog new tricks.” Justify your response by citing examples from the film.

8. Minority group members and women tend to see many white people in positions of power in much the same way that members of the “inferior” group perceived Ms. Elliott during the exercise. What effect might such a perception have on the productivity of a business; the effectiveness of education; the respect or acceptance afforded law enforcement personnel; the credibility of political figures; or the perpetuation of our democratic way of life?

9. Participants in the exercise reacted in different ways to the unfairness of the authority figure. Identify the kinds of attempts made to cope with this situation and analyze the effectiveness of each in defeating the oppressor or lessening the pressure. Can you suggest something that might have worked better?

10. What were some the major factors perpetuating the status quo in the society created by the leader in the eye-color exercise?

11. Why, in your opinion, didn’t members of the designated minority groups defend each other as they were being verbally abused? Does this have any relevance to your understanding of some of the events that happened during the Holocaust?

12. If you had been in the minority group created by the exercise, what would you have done? What would the logical consequences of such an action have been? Would they be the same for minority group members who react that way in today’s society?