

Exercises - Observe and Report

The purpose of these exercises is to give participants a feel for random, disparate treatment and disparate impact. Additionally, the experiences of the participants will be tabulated and the numbers used to conduct the various statistical analyses.

The exercises use two normal decks of cards of different colored backs (for the rest of this, we will use one deck that is red backed and one deck that is blue backed). The participants will be divided into groups based on card's back color after each activity. The two groups represent selected vs non-selected (or success vs failure).

From the red deck, remove every 10-Q-K-A and but only the red Jacks. Shuffle the two decks together well so that the different colors are well mixed. Give one card to each participant.

1. Random Selection

- Yes or No App - Using an iPhone/Android app – each participant will tap the phone and get a Yes or No. All Yes participants go to one side of room and all No participants go to the other side of the room.
- Red Suits vs Black Suits – Participants with a card from either Spades or Hearts go to one side of the room and participants with a card from Clubs or Diamonds go to the opposite side of the room.
- Everyone flips a coin with those with heads going to one side of the room and those with tails going to the other.

2. Controlled Selection - Treatment

- Rock Paper Scissors – As participants with a red backed card come into the room, play rock paper scissors. As participant with a blue backed card come into the room, tell them that the other player will always throw paper; play rock paper scissor but only throw paper. Winners go to one side of the room and non-winners (losers) go to the other side.
- Red Suits vs Black Suits – Have each participant come up and ask them to show their card back. For all the red back card holders, separate them into Red and Black suits (Participants with a card from either of the red suits ((diamonds and hearts) go to one side of the room and participants with a card from either of the black suits (clubs or spades) go to the opposite side of the room)). For the blue backed holders, ask to see their card. If a blue card holder has a face card, have them go to the red side regardless of the suit. If the blue card holder does not have a face card, sort them by the color of the card.

3. Controlled Selection– Impact

- Using the cards, participants that hold a card valued at 10 or above (10-J-Q-K-A) go to one side of the room and the rest go to the other (high cards are the successful group).