This activity is one exercise from the SEED Facilitator Guide, designed for community members to host open conversations about economic justice.

You can find the entire guide at stocktondemonstration.org/community-engagement.
Walking Quintiles & Inequality

This activity exposes participants to the vast inequality in the United States by physically demonstrating income growth of each income quintile from 1979 to 2017. Before beginning, we recommend that you establish the space as a safe environment free of judgement and a brave space to encourage participants to share their own stories.

1) Ask for 5 volunteers to stand shoulder-to-shoulder against the far end of the space. Give each volunteer a placard with the income ranges for each quintile. Read out each income range. Placards can be found at the end of this activity packet.

2) Beginning with the lowest quintile, ask each volunteer to take one step for every 5% change in their income from 1979 to 2017. Changes and instructions included in table below.

3) Allow time for participants to reflect on the differences in income growth. Ask the volunteers how it feels standing so far ahead/behind their peers.

4) Ask for two more volunteers to represent the top 5% and 1% of Americans. Place them at the starting line and ask them to take one step for every 5% change in their income. They may end up leaving the room -- that's ok! Open up the discussion about the income growth they just witnessed. Changes and instructions included in the table below.

5) Have the volunteers read the number at the bottom of their placard. This is the average percentage of their income they pay in state (California) and local taxes. What is surprising about how much income is being taxed at each quintile? Tax information found in the table below and on placards.

<table>
<thead>
<tr>
<th>Quintile</th>
<th>Steps</th>
<th>% Change</th>
<th>% income paid in taxes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowest 20%</td>
<td>1 step back</td>
<td>-5%</td>
<td>10.5%</td>
</tr>
<tr>
<td>Second 20%</td>
<td>Don't move</td>
<td>-2%</td>
<td>9.4%</td>
</tr>
<tr>
<td>Middle 20%</td>
<td>1 step forward</td>
<td>+7%</td>
<td>8.3%</td>
</tr>
<tr>
<td>Fourth 20%</td>
<td>4 steps forward</td>
<td>+18%</td>
<td>9.0%</td>
</tr>
<tr>
<td>Top 20%</td>
<td>10 steps forward</td>
<td>+47%</td>
<td>9.4%</td>
</tr>
<tr>
<td>Top 5%</td>
<td>14 steps forward</td>
<td>+67%</td>
<td>10.3%</td>
</tr>
<tr>
<td>Top 1%</td>
<td>32 steps forward</td>
<td>+157%</td>
<td>12.4%</td>
</tr>
</tbody>
</table>

If you lined up all the households in the U.S. from lowest income to highest and divided them into five equal parts, you would have “quintiles”
You don’t have to be an expert to lead these activities. As a facilitator, your role is to support the group in their process of learning, community building, and transformation. Like any skill, great facilitation comes with practice. Here are 10 important tips to help you hone your craft:

1. **Provide clear instructions** -- Review and visualize the activities before you facilitate them. This will save time and help you keep participants engaged.

2. **Ask open-ended questions** -- There are many questions in this guide, use them! This encourages dialogue and empowers participants to take charge of their own learning.

3. **Let the people speak!** -- Wait for people to comment, leaving silence if necessary. If they do not, ask the question again. Many people will participate if given the right opportunity.

4. **Read the group** -- Listen closely to people’s responses. Regularly scan the room and read people’s body language. This will tell you a lot about how people are receiving the workshop.

5. **Make a plan; adapt as necessary** -- Start late? Participants low on energy? Maybe you need an energizer or you need to change from large to small group discussion. Whatever the change, anticipate how it will impact the rest of your agenda.

6. **Challenge unequal power relationships** -- Allowing people to speak will sometimes reveal oppressive attitudes and behaviors. Find ways to address those behaviors directly without discouraging constructive participation.

7. **Know your own story** -- Our stories are one of our most important tools we have in our work for social justice. Reflect on why you are working to end racial and economic inequality and practice telling it out loud.

8. **Contribute to the discussion** -- Consider beforehand some of the points you think are essential based on the goals you have for your workshop. If they don’t emerge from the group, offer them yourself as part of the discussion.

9. **Work as a team** -- We highly recommend working with a co-facilitator, particularly someone from a different race & class background. Meet before and after the workshop to plan and reflect.

10. **Be yourself!** -- There are many ways to be a great facilitator. Find your own voice. Try new things and reflect afterwards on what went well and what you might do differently.
Less than $25,600 (10.5)
$25,600 - $50,000 (9.4)
$50,001 - 79,542 (8.3)
$79,543 - $130,000
(9.0)
\((9.4)\)

and

$130,001$
$248,728 and up (10.3)
$421,926 and up (12.4)