Introduction
This activity can be done in a large group or in smaller groups to report back. If in smaller groups, the facilitator should visit each group and ask them to continue asking why until root causes are discovered. Some of these root causes will be linked.

An alternative approach is to record observations in a table format (similar to the Step Tool Worksheet on “5 Whys?”). This toolkit is useful not only for recording discussions, but also for coming up with solutions.

Step 1: Form two circles of chairs to create a “fishbowl”. The inner circle should contain 4-5 people who are willing to share their experiences or an observation. Remind people that no one is obligated to share something personal, rather they can share an observation from society more broadly. Also, only take volunteer for the inner circle, no one is obligated to participate.

Suggest a theme, such as facing discrimination based on ethnic identity. People in the inner circle share their experiences or observations with one another, and can ask questions and offer encouragement to one another. The people in the inner circle face one another and speak to one another; they do not physically interact with the outside circle. The rest of the group forms the outer circle, and listens to those in the inner circle as they share their experience or observation.

Step 2: After the discussion among the inner circle has come to an end, the facilitator asks people on the outside for their observations and reflections. The objective is to have a very honest discussion about what it means to be socially excluded. The discussion can include sources of social inequality, ways that social inequality takes place, the effects of social inequality, as well as ways to combat social inequality.

Step 3: Congratulate participants on their contributions, and encourage them to continue exploring and sharing their observations and thoughts with their colleagues. Ask participants: In
what way has this exercise affected you? What have you learned as a result of this exercise? How can you apply this exercise to your work?

**Notes to the Facilitator**

Alternatively, try this activity in two rounds. First as a large group activity to determine underlying causes of poor SRMH. Then try in smaller groups either by 1) having one of the participants practice the exercise with a small group to identify root causes of poor SRMH, or 2) have a small group work together to identify root causes of poor SRMH. Ask the group to identify 3-4 issues or problems relating to SRMH in their community. In the exploration of underlying causes, make sure that the participants dig deeper and deeper to identify root causes. As you delve deeper into the discussion, root causes will begin to emerge and converge.

This can be a very powerful and emotional exercise. Be sure to establish ground rules with participants at the beginning of the exercise about listening respectfully and maintaining confidentiality.

**Other Resources**

- Keep the Best, Change the Rest, Tool A3 “But why?”
- Steps Toolkit, “5 Whys Worksheet” and “SHOWED”