



Perspective sharing

A. *Participants*: Describe an incident when someone you know experienced discrimination at work. If you cannot recall an incident, use your imagination to describe an incident that may occur to a minority employee different from yourself either based on gender, race, religion, disability, sexual orientation, or age (see some examples below). Write this essay from the third-person point of view. Address the following questions in your essay of 150 words or more (***note: do not reveal the name of the company or department and do not reveal if the person is you***). Your essay will remain anonymous throughout this session. Use the following question prompts to help you write your incident.

- Are you describing an actual or fictional incident?
- If this is an actual incident, what is the industry and what is the size of the organization?
- What are the details of the incident?
- What was the basis for discrimination (i.e. race, sex, body size, age, sexual orientation)?
- Did the main character report it? Why or why not?
- If he or she reported it, was anything done to address the incident after it happened?

(Facilitator: collect essays and re-distribute randomly)

B. *Participants*: Read the essay you were given. Based on the essay you now have:

- Describe at least one organizational action or structure that if implemented may have prevented this dilemma from occurring.
- Describe a policy that should be implemented to punish this behavior.

(Facilitator: Ask participants to share the essays they have and start a discussion about: 1. why these situations happened, 2. what could have been done to prevent it and how should it be addressed, 3. what are activities that can help codify a new culture of equity and inclusion.)

Note: Facilitators may also randomly redistribute essays to groups of participants. Depending on your audience and time allotted this may be a better alternative to increase engagement and allow everyone an opportunity to participate. In lieu of writing a short essay, facilitators may ask participants to simply list examples of discrimination or exclusion that someone might experience at work or as a customer based on their traditionally underrepresented identity group membership.



Fictitious Employee Examples
... a Black woman?
... a person using a wheelchair?
... a transgender man?
... a Latinx or Hispanic man?
... a Muslim woman wearing hijab?
... a White woman?
... an out gay man?
... a woman over 65?
... a Native American
... a White man at a Black-owned marketing firm
...a Hispanic woman
... a multi-racial man of Black and Middle Eastern ancestry

For more information about speaking opportunities, training, and professional development workshops visit www.ImaginConsultingLLC.com



Facebook

[@imaginconsultingllc](https://www.facebook.com/imaginconsultingllc)



Linked In

[@imaginconsultingllc](https://www.linkedin.com/company/imaginconsultingllc)



Twitter

[@ImaginDEI](https://twitter.com/ImaginDEI)