

Rate the extent to which you believe the scenarios to be discriminatory. 0 is NOT AT ALL. 9 is UNQUESTIONABLY PREJUDICED. STICK WITH YOUR FIRST RESPONSE

Scenario 1

An employee sent a WhatsApp message to a work colleague (who is also a friend) about a new colleague on screen, during a department meeting on MS Teams. The message said, *“The girl with the red glasses wants to be referred to as a plural – they and them. I mean, why would you?”* ”.

0	1	2	3	4	5	6	7	8	9
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Scenario 2

A Christian member of the team announces at the end of team meeting that her party is this coming Saturday evening. She reminds colleagues that partners are welcome. After the meeting she speaks privately to Phil, who is in a same sex relationship and says *“I didn’t want to embarrass you in the team meeting but a lot of my church folk are going to be there and you may find it better to come on your own or just give it a miss”*.

0	1	2	3	4	5	6	7	8	9
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Scenario 3

The mental health lead returned from a visit to the mental health trust and said *“It was so weird being in the staff restaurant there; all the BAME staff just sit together. If we did that we’d be called racist”*.

0	1	2	3	4	5	6	7	8	9
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Scenario 4

One of the white managers was heard to say, *“I think all the Black Lives Matter stuff has made things worse; we used to all just get on here and now everything is about race”*.

0	1	2	3	4	5	6	7	8	9
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Scenario 5

One of the male managers announces to the team that they have successfully appointed to the vacant administrator post. He gave a snapshot of the new appointee...*“She is bright, has the right experience, is good interpersonally and is good looking. Pretty damn perfect for the job I’d say”*.

0	1	2	3	4	5	6	7	8	9
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