

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

During a department meeting on MS Teams, an employee sent a WhatsApp message to a work colleague (who is also a friend) about a new colleague on screen; 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
---	---	---	---	---	---	---	---	---	---

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
---	---	---	---	---	---	---	---	---	---

Scenario 3

A white middle manager speaks to a director and says: *“We are getting better at antiracism but we are not where we need to be; I really want to support our black staff to help them develop so that they can be as capable in management as anyone else”*

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

Scenario 4

An employee new to management gave a presentation on the department’s priorities and received feedback from a member of their team that in future it would help if slides were less dense as this staff member had dyslexia. The new manager discussed this in their own supervision and said, *“As I understand it, we need nowadays to both try and recruit with diversity and at the same time to get the smartest people?”*

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