

**When confronted with the following situations or scenarios, how would you respond?**

1. You overhear a co-worker blame people of color for the barriers and challenges they experience; stating, "If they worked harder, they could pull themselves up by their bootstraps."
2. You overhear a co-worker talking about a new hire, believing that person (of color) was only hired/promoted to fill a diversity quota.
3. Your supervisor tells you they believe a new hire, a person of color, was only hired/promoted to fill a diversity quota.
4. You witness your supervisor routinely interrupting and talking over people of color.
5. You witness your subordinate or direct report routinely interrupting and talking over people of color.
6. You overhear some senior leaders discussing how they want people of color to "get over it" and move on quickly
7. You are part of a peer discussion when someone states a need for people of color to "get over it" and move on quickly.
8. You witness a co-worker get defensive when a person of color expresses their frustrations with current organizational and societal dynamics.
9. You witness a friend get defensive when a person of color expresses their frustrations with current organizational and societal dynamics.
10. . One of your direct reports confides in you that they are "walking on eggshells" and acting more distant and formal with people of color.
11. You notice that one of your supervisors are "walking on eggshells" and acting more distant and formal with people of color.
12. You notice a friend exaggerating the level of intimacy they have with individual people of color.
13. You notice your boss exaggerating the level of intimacy they have with individual people of color.
14. You see your team members expecting people of color to be the "diversity expert" and take the lead in raising and addressing racism as their "second (unpaid) job".
15. You witness your significant other assuming the white teacher/coach/facilitator/employee, etc., is in charge/the leader; and assuming people of color are in low-level service roles.
16. You witness your direct report assuming the white teacher/coach/facilitator/employee, etc., is in charge/the leader; and assuming people of color are in low-level service roles.
17. You hear a co-worker rationalize away racist treatment of people of color as individual incidents or the result of something the person of color did or failed to do.
18. You hear a senior leader rationalize away racist treatment of people of color as individual incidents or the result of something the person of color did or failed to do.
19. You hear a friend dismiss the racist experience of a person of color with comments such as: That happens to me too...You're too sensitive...That happened because of \_\_\_\_\_, it has nothing to do with race!
20. You hear a supervisor judge a person of color as over-reacting and too emotional when they are responding to the cumulative impact of multiple recent racist incidents.
21. A team member accuses a person of color of "playing the race card".

22. A friend accuses a person of color of "playing the race card".
23. You see a direct report competing with other whites to be "the good white:" the best ally, the one people of color let into their circle, etc.
24. You see a co-worker competing with other whites to be "the good white:" the best ally, the one people of color let into their circle, etc.
25. You see a co-worker seeking approval, validation, and recognition from people of color.
26. You witness a supervisor avoid confronting other whites on their racist attitudes and behaviors.
27. In a meeting, a manager is pushing for a new policy or program that you believe advantages whites and creates barriers for people of color.
28. While discussing which candidates to invite for an in-person interview, the chair of the Selection Committee refers to a candidate of color by saying, "I don't think they'd be a good fit."