



Point Made

LEARNING

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DECK 1



JEREMY

GENDER: Man
RACE: Asian
CITIZENSHIP: U.S.
SEXUAL ORIENTATION: Straight
RELIGION: Christian
INCOME RANGE: Upper Income
ABILITY STATUS: Currently Abled
NATIVE LANGUAGE: English
COMPLEXION: Medium



MARTHA

GENDER: Woman
RACE: White
CITIZENSHIP: U.S.
SEXUAL ORIENTATION: Straight
RELIGION: Christian
INCOME RANGE: Low Income
ABILITY STATUS: Diabetic
NATIVE LANGUAGE: English
COMPLEXION: Medium



MONET

GENDER: Woman
RACE: Black
CITIZENSHIP: U.S.
SEXUAL ORIENTATION: Straight
RELIGION: Christian
INCOME RANGE: Upper Income
ABILITY STATUS: Currently Abled
NATIVE LANGUAGE: English
COMPLEXION: Medium



ALEX

GENDER: Man
RACE: White
CITIZENSHIP: U.S.
SEXUAL ORIENTATION: Straight
RELIGION: Christian
INCOME RANGE: Upper Income
ABILITY STATUS: Currently Abled
NATIVE LANGUAGE: English
COMPLEXION: Light

During a team brainstorming session, you make an innovative suggestion that basically gets ignored. A little later in the meeting, another colleague makes the exact same suggestion and everyone thinks it's the best idea ever.

1. How does this situation play out for each of the above characters?
2. Why does this happen?
3. Why does it matter?
4. What can we do?



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COMPLEXION: Light

While making small talk during a meeting break, a colleague makes a comment that you're always so angry and half-jokingly says he's scared of you.

1. How does this situation play out for each of the above characters?
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ABILITY STATUS: Currently Abled
NATIVE LANGUAGE: English
COMPLEXION: Medium



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COMPLEXION: Light

During a division meeting where you and your colleagues are preparing to hire for three new positions, you suggest recruiting from a pool of candidates that includes women and people of color. Your boss reacts by saying, "But we can't sacrifice skills and experience."

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INCOME RANGE: Low Income
ABILITY STATUS: Diabetic
NATIVE LANGUAGE: English
COMPLEXION: Medium



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RELIGION: Christian
INCOME RANGE: Upper Income
ABILITY STATUS: Currently Abled
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COMPLEXION: Medium



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COMPLEXION: Light

You and a group of colleagues are attending a conference and decide to go out for happy hour before dinner. The conversation turns toward all the recent, high-profile sexual harassment allegations. The men in the group share that they are worried about working closely with other women because they don't want to be accused of misconduct.

1. How does this situation play out for each of the above characters?
2. Why does this happen?
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4. What can we do?

DECK 2



ISABELLA

GENDER: Woman
RACE: Latina
CITIZENSHIP: Mexican
SEXUAL ORIENTATION: Straight
RELIGION: Catholic
INCOME RANGE: High Income
ABILITY STATUS: Currently Abled
NATIVE LANGUAGE: Spanish
COMPLEXION: Medium



KYLE

GENDER: Man
RACE: Black
CITIZENSHIP: U.S.
SEXUAL ORIENTATION: Straight
RELIGION: Christian
INCOME RANGE: Middle Income
ABILITY STATUS: Generalized Anxiety
NATIVE LANGUAGE: English
COMPLEXION: Dark



FARINA

GENDER: Woman
RACE: Asian
CITIZENSHIP: Bangladeshi
SEXUAL ORIENTATION: Straight
RELIGION: Muslim
INCOME RANGE: Middle Income
ABILITY STATUS: Dyslexic
NATIVE LANGUAGE: Bengali
COMPLEXION: Medium



ZEV

GENDER: Man
RACE: White
CITIZENSHIP: U.S.
SEXUAL ORIENTATION: Gay
RELIGION: Jewish
INCOME RANGE: Upper Income
ABILITY STATUS: Deaf in Left Ear
NATIVE LANGUAGE: English
COMPLEXION: Light

A new position opens up on your team and it would be considered a promotion for you. You're encouraged to apply because you meet all of the listed qualifications. After two rounds of interviews, another candidate gets the job. A contact of yours in HR tells you — off the record — that there was a lot of pressure to hire a woman or person of color for this position.

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ZEV

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CITIZENSHIP: U.S.
SEXUAL ORIENTATION: Gay
RELIGION: Jewish
INCOME RANGE: Upper Income
ABILITY STATUS: Deaf in Left Ear
NATIVE LANGUAGE: English
COMPLEXION: Light

You arrive at an office building for an important business meeting with a start-up where the dress code is casual. The reception staff in the lobby directs you to the service entrance.

1. How does this situation play out for each of the above characters?
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You and your colleagues have put together a job description that includes qualities you're looking for in a candidate. These include: Strong leadership skills; visionary; and ambitious.

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