

Create Your Own Scenario

Use this template to create a scenario about microaggressions and allyship. This can be facilitated in-person or virtually for discussion and/or role-play.

Time: 30-45 minutes

Instructions

Identify a situation involving a microaggression or other disrespectful or exclusionary action.

EXAMPLES:

- A meeting in which a person or group of people are being interrupted, not given credit for their ideas, or not allowed to participate
- A discussion that involves religious or cultural holidays or observances, such as planning a team event or celebration
- Colleagues reacting to the news of a person taking extended parental or health-related leave, or sharing they have a health condition

Before continuing, ask yourself the following questions. If you answer “yes” to any, consider a different scenario:

- Would this example reveal information about a real, confidential situation?
- Would this example remind a participant of an upsetting or traumatic experience?
- Does this situation seem unrealistic for our workplace?

Write a 1-2 paragraph scenario

CHARACTERS:

- **Names:** Consider character names and identities thoughtfully. For example, use gender-neutral names.
- **Roles:** Use character job roles or tasks that are generalizable and relevant to as many employees in your organization as possible.
- **Participants:** Have discussion participants be characters in the scenario, but only as a witness to the situation unfolding. You can have them explore how they might react and what they might do next as a part of the discussion.

DIALOGUE:

Include a few statements from one or more characters that may be well-intentioned by the speaker but hurt someone else in the scenario. Conclude by asking, “What would you do?”