

## Scenario 1

### THE SCENE

You hear three individuals from your training group talking in the room prior to the start of training on sexual harassment—Michael, Steve, and Kevin. They don't know you're there. Jane, another employee, walks by and Michael says he "would love to hit that." Sounding unimpressed, Steve replies, "a lot of guys have hit that."

Kevin says that he doesn't want to go to a party that Saturday night at Kathy's house. He just broke up with Kathy, and he doesn't want to see her "hooking up with other guys." Michael tells him to go and make her jealous. "Go crazy. Hit on all of her friends. A couple of them are total sluts."

### REFLECTION

- What would you do in this scenario? Would you interject and/or talk to Michael, Steve, and Kevin about their conversation? If so, how? Why would you respond this way?
- What SHOULD you say or do in this scenario? What is the "ideal" response? What are the messages you would like to get across? If there is a difference between what you should and would do, how might you do what you should do?
- How would your response be different if you were a male trainer? A female trainer? How does gender (yours and the learners') affect your response?
- Would you involve other people (learners, administration, your direct supervisor) in your response? If so, who? How would you involve them?

### RESPONSE

How would you respond to these anticipated responses?

- "I was being ironic"
- "It was funny, it's a joke"
- "You are taking this way too seriously"

## Scenario #2:

### THE SCENE

Maria is a "lifer" who has worked for Child Support Services for 30+ years in multiple capacities. In this training on trauma-informed approaches she often appears disconnected and disinterested. She fidgets, avoids eye-contact, mumbles when you or others ask her questions,

and mostly doesn't appear to care about anything. She seems to understand the material and but refuses to engage with others during the training. This gets increasingly frustrating for adults who keep prompting Maria to sit up and engage.

## REFLECTION

- What would you do in this scenario? Would you interject and/or talk to Maria about her behavior? If so, how? Why would you respond this way?
- What SHOULD you say or do in this scenario? What is the "ideal" response? What are the messages you would like to get across? If there is a difference between what you should and would do, how might you do what you should do?
- How would your response be different if you were a male trainer? A female trainer? How does gender (yours and the learners') affect your response?
- Would you involve other people (learners, administration, your direct supervisor) in your response? If so, who? How would you involve them?

## RESPONSE

How would you respond to these anticipated responses?

- "I'm bored"
- "I don't want to be here"
- "This training is a bunch of crap"

## Scenario 3

### THE SCENE

Charles has worked for the Department of Labor for 30+ years in multiple capacities. In this training on diversity, equity and inclusion, he often appears disconnected and disinterested. He fidgets, avoids eye-contact, mumbles when you or others ask him questions, and mostly doesn't appear to care about anything. He seems to understand the material and but refuses to engage with others during the training. This gets increasingly frustrating for adults who keep prompting Charles to sit up and engage.

## REFLECTION

- What would you do in this scenario? Would you interject and/or talk to Charles about his behavior? If so, how? Why would you respond this way?
- What SHOULD you say or do in this scenario? What is the “ideal” response? What are the messages you would like to get across? If there is a difference between what you should and would do, how might you do what you should do?
- How would your response be different if you were a male trainer? A female trainer? How does gender (yours and the learners’) affect your response?
- How would your response be different if you were a different ethnicity than Charles? How does race/ethnicity (yours and the learners’) affect your responses?
- Would you involve other people (learners, administration, your direct supervisor) in your response? If so, who? How would you involve them?

## RESPONSE

How would you respond to these anticipated responses?

- “I’m bored”
- “I don’t want to be here”
- “This training is a bunch of crap”