



## Supervisor Training Scenarios

1. You overhear three co-workers in another cube. One person describes a new TV show they started watching, explaining to the others that the show takes place in the ghetto. You look up the TV show and read the description. You see it is about an inner-city high school. Your supervisee has self-identified as someone who has grown up in an inner-city high school. How do you respond?

2. Amir just started his internship and is observing Ramadan. On his first day, his supervisor brings him donuts and invites him to lunch with the whole team. Amir is noticeably uncomfortable and hesitant to accept as he is fasting until sundown. *How do you respond? What would make Amir's experience more inviting and inclusive?*

3. Aaliyah is a practicing Muslim and is enjoying her internship, but her supervisors suspects something might not be fulfilling about the experience. Aaliyah voices to her job coach that she loves the opportunity, but isn't sure how to tell her supervisor about her prayer schedule. *How do you respond? How might a supervisor create a designated space and time for interns needing to pray?*

4. Your coworker finishes up a conference call with a contact in India. They turn to you and tell you how frustrating it is to have to deal with someone who they can barely understand. As they are complaining, they mimic the person's accent. You find this behavior inappropriate, but aren't sure it's your place to defend an ethnicity that isn't your own. How do you respond?

5. Marco has been coming to work for a few weeks, and although he is always arrives on time (even early!), he seems hesitant to talk to you, ask questions or even make much eye contact. How do you respond?