

## WORKPLACE SIMULATION SCRIPT

The script used in the positive versus negative conditions are below. Where appropriate, the microaggressions included in the script are **indicated in bold**. The positive script for the male and female avatars are identical except for names. For example, the female avatar condition uses the name “Kate” whereas the male avatar condition uses the name “Kevin” instead. The negative script for the male and female avatars are nearly identical as well, with a handful of exceptions.

### Scene 1 Interview

| Speaker      | Female and Male, Positive  | Female, Negative  | Male, Negative                      | MA       |
|--------------|--|---|-------------------------------------|----------|
| (Backstory)  | <i>Your character’s name is [Kate/Kevin]. You worked as a business analyst for the past 3 years and were the top analyst at your previous job. Now you’re applying for a business analyst position that can advance your career at a different company, DataReach. You are well qualified for this position. You got married 6 months ago and don’t have any children.</i> |   |                                     |          |
| (Transition) | <i>Now that you have been called in for your final on-site interview, you will be interviewed by Michael, the Chief Technical Officer of DataReach.</i>  |   |                                     |          |
| Michael      | Hi [Kate/Kevin], congratulations on making it to the final onsite interview for the analyst position! Jacob told me that he was really happy with how well you performed on the technical interview!   |   |                                     |          |
|              | So, I just have a few questions for you. Most of our employees have been in the industry for over ten years, so we’re hoping to have someone with a fresh perspective.   | <b>Very interesting...</b> well, anyway, I just have a few questions for you. <b>Mostly behavioral questions</b> , and of course, culture fit. Company culture is very important to us, so please answer honestly. Got it?              |                                     | AI       |
| Kate/Kevin   | Sounds great. I’m glad to be here!   | Oh.... absolutely, I understand.  |                                     |          |
| Michael      | Great. To start us off, tell me a little about yourself.   |   |                                     |          |
| Kate/Kevin   | My background is in data science, and I got my Master’s in Data Science from Prosper College. I’ve been working as a business analyst for 3 years now and I’d love to bring my experience into this workplace. And I love to travel and snowboard!   |   |                                     |          |
| Michael      | Oh you snowboard, that’s great! I’ve always wanted to learn!   | Oh you snowboard, that’s unusual...   |                                     |          |
| Kate/Kevin   | Yeah it’s pretty awesome. My parents live in Lake Tahoe, so I’m able to snowboard every time I visit them.   | Yeah, my parents live in Lake Tahoe.  |                                     |          |
| Michael      | Who do you usually go with?  | <b>Who do you go with? I don’t see a ring on your finger.</b>   | Oh... Do you travel up there alone? | AG<br>SO |
| Kate/Kevin   | My [husband/wife] and I go there all the time. In fact, we just got married a few months ago!  | Actually, my [husband/wife] and I got married a few months ago!   |                                     |          |
| Michael      | Oh, congratulations! Do you anticipate needing [maternity/paternity] leave soon?   | Oh, just a few months ago... that’s pretty recent. Do you anticipate taking a leave of absence anytime soon? <b>We’re in a very critical stage at the company right now. We can’t afford any surprise [maternity/paternity] leaves.</b> |                                     | AG       |
| Kate/Kevin   | Thank you but no, I don’t anticipate taking a leave of absence in the near future.   | Um, no, I don’t anticipate taking a leave of absence in the near future, for any reason.  |                                     |          |
| Michael      |  | Okay, good. <b>Diversity is very important to us, but merit is much more important. So currently, our analyst team is mostly male. How would you handle working on a predominantly male team?</b>                                       |                                     | AI<br>DR |

### Microaggression Key

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### Scene 1 Interview (Continued)

| Speaker    | Female and Male, Positive  | Female, Negative  | Male, Negative | MA             |
|------------|--|---|----------------|----------------|
| Kate       |  | I can work well with others regardless of gender.   |                |                |
| Michael    |  | If you say so.  |                |                |
| Michael    | I see you listed statistics and analytics as two of your strongest skills.   |   |                |                |
|            | We do a lot of data heavy stuff on this team so I'm sure you will thrive on our team.  | <b>We do a lot of data heavy stuff on this team so I hope they're as strong as you say they are.</b>  |                | AI             |
| Kate/Kevin | Yeah, I love working with data. I put my last two analytics projects on my resume if you want to take a look.  | Yes, I am well versed in data analytics and statistical analysis.   |                |                |
| Michael    | Already did, they look good! [Kate/Kevin], let's go ahead and give this a shot! I feel really confident about you, and I'm going to put you on our analytics team. | Okay, [Kate/Kevin], well let's go ahead and give this a shot! I'm going to put you on our analytics team.   |                |                |
|            | All of our analysts focus on either the data analysis or on project management.  |   |                |                |
|            | Since your strongest suit is analytics, I'm going to give you the data analyst position.   | <b>I know you requested to do data analysis, but we really could use you on the project management side right now. We'll need you to do things like taking notes, updating Powerpoint slides, things like that. We can see how you do and then talk about transitioning you to data analysis.</b> |                | 2C<br>AI<br>AG |
|            | As a data analyst, you really need to sit in on every meeting to make sure you stay up to date.  | As a project manager, you really need to sit in on every meeting to make sure you stay up to date.  |                |                |
|            | It's important that you're on top of your tasks. If you start to feel overwhelmed, reach out to Jacob or myself. We're always here to offer a helping hand.        |   |                |                |
| Kate/Kevin | That's awesome, thanks! I really appreciate your investment in me.   | <b>Oh, project manager? Sure, that sounds like a great learning experience but I'd love to talk about moving into the data analysis role, like I originally intended.</b>   |                | IN             |
| Michael    |  | <b>Also, we really need someone to volunteer for some office activities. The last project manager we had ran the office parties and was in charge of birthdays. Would you be willing to take one for the team and be in charge of that?</b>   |                | 2C<br>AG       |
| Kate/Kevin |  | Errr, I've not done anything like that before. I guess I could do that.   |                |                |

### Scene 2 First Day

| Speaker      | Female and Male, Positive   | Female, Negative | Male, Negative | MA |
|--------------|---|------------------|----------------|----|
| (Transition) | <i>Congratulations, you got the job! You have now arrived to start your first day and will consult with your manager, Jacob, before getting started. Please stand up.</i>   |                  |                |    |
| Jacob        | Hi [Kate/Kevin], welcome to the team. I'm your new manager. I'm here to help you get settled in and answer any questions or concerns you might have. I usually take new hires out for drinks after their first day, but no pressure, don't feel obligated to join us. |                  |                |    |

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### Scene 2 First Day (Continued)

| Speaker    | Female and Male, Positive   | Female, Negative  | Male, Negative | MA |
|------------|---|---|----------------|----|
| Jacob      | Anyway, feel free to use me as a resource—any questions or concerns you have are welcome here.  | Anyway, feel free to use me as a resource, <b>but please make sure your questions are work-related. The last new hire kept coming to me about how they felt at work. We don't really have time for things like that right now, we need to focus on results.</b> |                | DI |
|            |   | <b>I'm sure you can understand that, [Katie/Kev].</b>   |                | AI |
| Kate/Kevin | Great, thanks, I really appreciate that.  | Sure, I can understand that.  |                |    |
| Jacob      | Good. Now, we have a meeting coming up in a few minutes and it's right up your alley so be sure to bring your A-game. It's a really great opportunity for you to show what you can bring to the team. |   |                |    |

### Scene 3 Standup Meeting

| Speaker      | Female and Male, Positive   | Female, Negative   | Male, Negative | MA             |
|--------------|---|--|----------------|----------------|
| (Transition) | <i>You will now have a standup meeting with your coworkers: Chris, Justin, and Jacob. Please remain standing.</i>   |  |                |                |
| Chris        | I think we need to come up with some fresh ideas to grow the number of users we have. Our analytics team reported that a majority of potential customers often turned away after a few seconds on the home page. I'm thinking we need to revamp our home page, create something that can catch people's eye. Redo the entire thing. Any thoughts? |  |                |                |
| Chris        |   | <b>First let's find a hotter model for the splash image. Whose grandma is that, anyway?</b>  |                | SJ<br>SL<br>SO |
|              |   | <i>*The men laugh.*</i>  |                |                |
| Kate/Kevin   | I don't think we need to redo the entire home page. We can just change the menus and navigation to be more user friendly.   |  |                | 2C<br>AI       |
| Chris        | I'm sorry, I don't believe we've met. My name is Chris, I'm on the data analytics team.   | I'm sorry, who are you again? Is this your new assistant, Justin?  |                | AG             |
| Kate/Kevin   | I'm [Kate/Kevin], I was just hired as a data analyst.   |  |                |                |
| Justin       |   | <b>Nah, you know my note-takers are all blonde chicks.</b>   |                | SJ<br>SL<br>SO |
|              |   | <i>*Men laugh again.*</i>  |                |                |
| Jacob        |   | Actually, this is [Kate/Kevin]. [S/he]'s the new project manager.  |                |                |
| Chris        | Great, it's finally nice to put a face to the name. We've heard a lot of great things about your work.  | Got it, great to meet you. Back to business. Any thoughts?   |                |                |
| Justin       |   | What if we try experimenting with some features on the homepage to make it more user friendly? Before we go and redo the entire thing, let's change stuff like the menus and the navigation. |                | 2C<br>AI<br>IN |
| Chris        |   | Genius. I love it. That's the kind of smart thinking we need around here. You should all use Justin as an example.   |                |                |
| Chris        | Okay, so let's get a small team together to experiment with user-friendly features. Justin, go ahead and pull two more people for this team.  |  |                |                |
| Kate/Kevin   |   | I would love to be a part of this. I have a lot of experience with site traffic analytics.   |                |                |

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### Scene 3 Standup Meeting (Continued)

| Speaker    | Female and Male, Positive  | Female, Negative  | Male, Negative | MA       |
|------------|--|---|----------------|----------|
| Justin     |  | Um, you know this is a really important project. I need experienced people working on it.   |                |          |
| Kate/Kevin | I've been an analyst for 3 years now, and I have a lot of experience with site traffic analytics that I can bring to the team.   | No problem. I've been an analyst for 3 years now, and at my last company I worked on several web design projects. I also did my master's on this topic.   |                |          |
| Justin     | We'd love to have you! This is a really important project, and we need someone with your experience.   | <b>Right, right, but this is gonna be pretty different from anything you've done before. I have to play it safe and go with my guys Brandon and Eric.</b> |                | 2C<br>AI |
| Chris      | Okay perfect, it's all set then. Now we have another meeting coming up with the Seattle team to get their feedback on this. It'll be in 20 minutes so take a short break and meet back here in 20. |   |                |          |

### Scene 4 Outside Meeting Room

| Speaker      | Female and Male, Positive  | Female, Negative   | Male, Negative | MA |
|--------------|--|--|----------------|----|
| (Transition) | <i>Now that the meeting has come to an end, Jacob would like to talk to you regarding the next meeting. Please remain standing.</i>                        |  |                |    |
| Jacob        | Hey, why don't you sit this next meeting out. I can take it from here and brief you on anything you missed.  |  |                |    |
| Kate/Kevin   | Are you sure? Michael said I should be at all the meetings.  |  |                |    |
| Jacob        | Oh okay, sorry about that. I just thought you'd want to focus on redesigning the home page, but you're definitely welcome to join any meeting you need to. | <b>Right, well, we don't really need you for this one. Don't worry about it.</b> |                | AI |

### Scene 5 Breakroom

| Speaker      | Female and Male, Positive  | Female, Negative  | Male, Negative | MA       |
|--------------|--|---|----------------|----------|
| (Transition) | <i>After a while at your new job, everything is moving along smoothly. Your ideas are well received by your coworkers, and you have now taken on the responsibility of overseeing the data analysis project within your teams.</i> |   |                |          |
|              | <i>[Kate/Kevin] talks to [Helen/Henry], one of the executive board members of the company.</i>   |   |                |          |
| Helen/Henry  | Hey, [Kate/Kevin], how's it going?   | Hey, [Kate/Kevin], how's it going? You seem stressed.   |                |          |
| Kate/Kevin   | Hey I'm pretty busy lately, but I'm really happy here. I've done a lot of analytics work since I got here, and that was the role I applied for.  | Yeah, just... a little frustrated. <b>I haven't done any analytics work since I got here, and that was the role I applied for.</b>  |                | 2C<br>AI |
|              | The other day I was in a standup meeting and I brought up an idea I had. It was an instant hit, and the team decided to follow through with it.  | The other day I was in a standup meeting and I brought up an idea I had. <b>However, it was dismissed and ignored up until one of my coworkers repeated it, and they got the credit for it.</b> |                | 2C<br>AI |

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**Scene 5 Breakroom (Continued)**

| Speaker   | Female and Male, Positive   | Female, Negative   | Male, Negative | MA |
|---|---|--|----------------|----|
|   | I really feel like I'm a part of the team. Also, Michael might be considering me for a promotion to product manager!  | I don't feel like I'm part of the team. <b>Also, I have been "on track" for a promotion for a while now but every time I ask for updates on the situation they blow me off with some vague excuse.</b>                                   |                | IN |
| Helen/<br>Henry   | You know what, [Kate/Kevin]? You deserve it. You've worked really hard ever since you've been hired and I'm really proud of your work.  | Wow, I'm so sorry, [Kate/Kevin]. Who was in this meeting?  |                |    |
| Kate/Kevin  | Oh, wow, thank you so much. It's great to hear that from you.   | It doesn't matter who it was, it just feels like it happens way too often. They even said I don't have to come to the next meeting, even though my boss said that I should always attend. It just never feels like I'm part of the team. |                |    |
| Helen/<br>Henry   | You really made the best out of this opportunity, especially since you really got to know your coworkers and adapt to this new environment.   | You know what, [Kate/Kevin]? You're not alone. I've been a top-performing board member for months and I still didn't feel accepted here.   |                |    |
| Kate/Kevin  | I felt like understanding my group's dynamic would help us work together in the most efficient way possible.  | Oh, wow, so this happens to other people here too?   |                |    |
| Helen/<br>Henry   | I really like what you've done here, and I want to see what else you can do for this company. I'll tell you what. Let me talk to a few of my fellow board members, and let me see if I can expedite your promotion process. | Yeah, but I started to spend time with the team and really tried to get to know them and become buddies. You have this opportunity, you should do what it takes to make the best of it.  |                |    |
| Kate/Kevin  | That's amazing! Thanks, I really appreciate it.   | Even as a board member you had to jump through all those hoops?  |                |    |
| Helen/<br>Henry   | No problem, I'll see you around! Have a good one.   | <b>The truth of the matter is, no matter how qualified or accomplished you are, if you're not seen as an equal—you won't get the respect you deserve.</b>  |                | 2C |
| <i>(Transition) Please enter this five letter code - DKRDY - into the textbox below and click next.</i> |   |  |                |    |

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## EXAMPLES OF GENDER MICROAGGRESSIONS

Below are examples of gender microaggressions from the script.

| Scene   | Example   | SO | 2C | SL | AI | AG | DR | DI | IN | SJ |
|---|---|----|----|----|----|----|----|----|----|----|
| Scene 1   | Michael expressed how “surprised” he was at how well Kate did in the technical interview.   |    |    |    | AI |    |    |    |    |    |
|   | Kate is told that she will be asked mostly behavioral questions during her interview  |    |    |    | AI |    |    |    |    |    |
|   | Kate tells Michael she likes to snowboard to which he responds with, “Who do you go with? I don’t see a ring on your finger.”   | SO |    |    |    | AG |    |    |    |    |
|   | Michael learns that Kate just got married and straightaway informs her “We’re in a very critical stage at the company right now. We can’t afford any surprise maternity leaves.”  |    |    |    |    | AG |    |    |    |    |
|   | Michael informs Kate, “Diversity is very important to us, but merit is much more important. So currently, our analyst team is mostly male.”   |    |    |    |    |    |    | DR |    |    |
|   | Michael asks Kate how she would handle working on a predominantly male team during her interview.   |    |    |    |    | AI |    |    |    |    |
|   | Kate is asked about her strengths: statistics and analytics. Michael says, “I hope they’re as strong as you say they are.”  |    |    |    |    | AI |    |    |    |    |
|   | Michael wants her to carry out the tasks of the Project Manager to see how she does and then talk about transitioning her to data analysis.   |    |    |    |    | AI |    |    |    |    |
|   | Kate is offered a job as a Project Manager instead of Data Analyst, which is what she applied for and is qualified for.   |    | 2C |    |    | AI |    |    |    |    |
|   | Michael wants Kate to take notes and update slides, which are not part of her job description.  |    | 2C |    |    | AI | AG |    |    |    |
| Scene 2   | Kate says, “Oh, project manager? Sure, that sounds like a great learning experience but I’d love to talk about moving into the data analysis role, like I originally intended.” Michael ignores it and responds with, “Also, we really need someone to volunteer for some office activities...” |    |    |    |    |    |    |    | IN |    |
|   | Previous female colleague carried out same role.  |    | 2C |    |    | AG |    |    |    |    |
|   | Kate is asked to organize office parties and birthdays, even though it is not in data analyst job description.  |    |    |    |    | AG |    |    |    |    |
| Scene 3   | Jacob tells Kate to come to him with only work-related questions, since their last new hire kept coming to him about how they felt at work. He says that they don’t have time for things like that right now, and that they need to focus on results.   |    |    |    |    |    |    | DI |    |    |
|   | Michael tells Kate, “I’m sure you can understand that, Katie.”  |    |    |    | AI |    |    |    |    |    |
| Scene 4   | “First let’s find a hotter model for the splash image. Whose grandma is that, anyway?”  | SO |    | SL |    |    |    |    |    | SJ |
|   | Kate’s idea is ignored during the meeting.  |    | 2C |    | AI |    |    |    |    |    |
|   | Chris, who hasn’t been introduced to Kate yet, asks Justin if Kate is his new assistant.  |    |    |    |    | AG |    |    |    |    |
|   | When asked if Kate is his new secretary, Justin responds, “Nah, you know my note-takers are all blonde chicks.”   | SO |    | SL |    |    |    |    |    | SJ |
| Justin claims Kate’s idea as his own and brings it up again. Chris gives him credit for it. |   | 2C |    |    | AI |    |    |    | IN |    |
| Scene 5   | Kate is asked not to attend meeting by her supervisor, even though her interviewer told her she needs to attend all meetings.   |    |    |    | AI |    |    |    |    |    |
| Scene 5   | Kate is not given any updates on her promotion.   |    |    |    |    |    |    |    | IN |    |

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## TAXONOMY OF MICROAGGRESSIONS

Below is the Taxonomy of Gender Microaggressions [1–4] referenced by the script.

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| # | Key | Gender Microaggression              | Description   |
|---|-----|-------------------------------------|---|
| 1 | SO  | Sexual Objectification              | Perception of female body as an object for pleasure and psychological ownership of others.  |
| 2 | 2C  | Second-Class Citizenship            | Verbal, behavioral, or environmental communications indicating that women do not deserve the same opportunities, benefits or privileges afforded to men.                                    |
| 3 | SL  | Use of Sexist Language              | Language assumptions such as use of the male generic pronoun (“he”) or phrases that make women invisible.   |
| 4 | AI  | Assumption of Inferiority           | Assumption of women’s inferior intellectual, temperamental, or physical abilities.  |
| 5 | AG  | Traditional Gender Role Assumptions | Punitive and negative consequences for breaking traditional female gender roles. Many microaggressions, particularly in the workplace, relate to this.                                      |
| 6 | DR  | Denial of the Reality of Sexism     | Sexism in general no longer exists; women are “advantaged”; women are oversensitive about sexism; trivialization of sexist incidents.   |
| 7 | DI  | Denial of Individual Sexism         | Denial of sexism on the part of the individual carrying it out, can often occur to well-meaning individuals.  |
| 8 | IN  | Invisibility                        | Talents, abilities, and character of women are not acknowledged or valued by others.  |
| 9 | SJ  | Sexist Humor/Jokes                  | Generally evokes much laughter but the hidden message is filled with stereotypes, is demeaning, reinforces restrictions on the behavior of women. A masked form of hostility towards women. |

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## REFERENCES

- [1] Christina M Capodilupo, Kevin L. Nadal, Lindsay Corman, Sahran Hamit, Oliver B Lyons, and Alexa Weinberg. 2010. The manifestation of gender microaggressions. *Microaggressions and marginality: Manifestation, dynamics, and impact* (2010), 193–216.
- [2] Kevin L. Nadal, David P. Rivera, JH Corpus, and DW Sue. 2010. Sexual orientation and transgender microaggressions. *Microaggressions and marginality: Manifestation, dynamics, and impact* (2010), 217–240.
- [3] Derald Wing Sue. 2010. *Microaggressions in everyday life: Race, gender, and sexual orientation*. John Wiley & Sons.
- [4] Derald Wing Sue and CM Capodilupo. 2008. Racial, gender, and sexual orientation microaggressions: Implications for counseling and psychotherapy. *Counseling the culturally diverse: Theory and practice* 5 (2008), 105–130.