Discussion Questions:
1) Does it matter if someone feels discriminated against even if, in your detailed assessment, there was no discriminatory action taken?

2) When giving critical feedback to a colleague, what steps can you take to minimize perceptions of discrimination/mistreatment?

3) What steps can be taken at the organizational level to ensure that individuals are willing to report discrimination?

4) What can you do to ensure that your colleagues are comfortable reporting encounters of discrimination to you?

5) What would you do if you noticed that a male colleague was being dismissive and rude to a junior female colleague (keep the powerful role of social pressures in mind as you try to answer this question)?

6) What steps can your manager take to make victims of discrimination feel safe and comfortable coming forward?

7) What can people do to deal with the psychological consequences of discrimination?

8) What steps can be taken to raise awareness about discrimination in the workplace?

9) How can you make your workplace more inclusive?