

**Facilitator Information- UD Diversity Summit**

**Discussion Starter- Dr. Kassra Oskooii**

**1:15PM Presentation**

**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?**