

You are currently working as the Assistant Director of Student Services in the Office of Student Development. You have a PhD in Educational Administration. You have been working in that office for 6 years, and on the same campus for 10 years. A Director of Student Development position has opened in your office, so you apply. Unfortunately, you did not get the job, and it was offered to a White male who came from another campus, has less experience than you, and is currently working on a PhD in Organizational Leadership. You are talking with (whichever card you and your partner chose) what does that conversation look like?

You are the only woman of color in your male-dominated department on campus. At your monthly meeting you find yourself getting talked over, cut-off, or not even given the chance to speak about certain topics and issues. In your last meeting a White woman professor who tries to fit in “the boys club”, exhibits behaviors that you do not find appropriate. She devalues your work, discredits your ideas, and often says slick comments about the few students of color who are in your department. You are talking with (whichever card your partner chose) what does that conversation look like?

You are 6 months in to your new position. The position is also new within the department. There were no previous salaries you could look at unless they were coming from another campus, so when it was time to negotiate your salary for your position you went off other salary positions in your geographical area and your gut feeling. Fast forward salaries for the department are now made public and you currently make the lowest of all the directors, although you have just as much if not more experience and education as the others. You are talking with (whichever card you and your partner chose) what does that conversation look like?

In a departmental meeting a colleague states, “I’ve seen some of the ACT scores of some of our African American students, and personally I don’t think they should be here. Their scores are too low and do not reflect the prestige of this university.” You do not immediately say anything in the departmental meeting, but afterwards you are talking with (whichever card you and your partner chose) what does that conversation look like?

You have noticed that when you take breaks you are constantly being clocked on how long you take and how many you take. It is beginning to take an emotional toll on you because you feel like you are not wanted, or you are having to be watched more than others because of your cultural identity. There are others in your office who take longer breaks, who take personal calls, chat with other colleagues in the office, and other behaviors that are not work related. You are thinking about applying to other positions and taking a lower pay because of the emotional toll. You are talking with (whichever card your partner chose) what does that conversation look like?