

VR for Inclusion:

Women in Tech Discussion Guide

Individual Reflection: 15 minutes

We hope you gained some new perspectives on the challenges facing women in the workplace. Spend some time individually with the questions below, then move on to the group activities.

- **Before digging into the specifics of each scenario, describe your initial thoughts, feelings, and reactions to the experience as a whole.**

Then continue your reflection on pages 2-7 by picking a few of the scenarios that most resonated with you, and answering the questions that follow. As you do, keep in mind the comments you heard about the value of having an ally—someone else who speaks up or takes action to promote inclusion.

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Individual Reflection



GWEN: software engineer taking notes in a meeting

Scenario 1

-
- How would you describe what was happening in the scenario?
-
- Why do you think people were behaving the way they did?
-
- Did you identify with anyone in the scenario? In what way?
-
- How might the scene have gone differently if an ally had stepped in?
-
- How might you be an ally in a similar situation? What would you say?

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Scenario 2



CELIA: hardware engineer pointing out a team's roadblock

-
- How would you describe what was happening in the scenario?
-
- Why do you think people were behaving the way they did?
-
- Did you identify with anyone in the scenario? In what way?
-
- How might the scene have gone differently if an ally had stepped in?
-
- How might you be an ally in a similar situation? What would you say?

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Individual Reflection



Scenario 3

SAFAA: newly promoted manager discussing her old role with her previous manager

-
- How would you describe what was happening in the scenario?
-
- Why do you think people were behaving the way they did?
-
- Did you identify with anyone in the scenario? In what way?
-
- How might the scene have gone differently if an ally had stepped in?
-
- How might you be an ally in a similar situation? What would you say?

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ASHLEY: tech lead presenting research to a group

Scenario 4

- How would you describe what was happening in the scenario?

- Why do you think people were behaving the way they did?

- Did you identify with anyone in the scenario? In what way?

- How might the scene have gone differently if an ally had stepped in?

- How might you be an ally in a similar situation? What would you say?

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Individual Reflection



CARINE: São Paulo host project member

Scenario 5



SHANI: traveling project member

-
- How would you describe what was happening in the scenario?
-
- Why do you think people were behaving the way they did?
-
- Did you identify with anyone in the scenario? In what way?
-
- How might the scene have gone differently if an ally had stepped in?
-
- How might you be an ally in a similar situation? What would you say?

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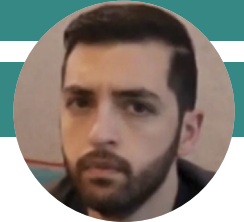
Individual Reflection

Scenario 6



PATRICK: team member and ally

TOM: team member in 1-on-1 with Patrick



-
- How would you describe what was happening in the scenario?
-
- Why do you think people were behaving the way they did?
-
- Did you identify with anyone in the scenario? In what way?
-
- How might the scene have gone differently if an ally had stepped in?
-
- How might you be an ally in a similar situation? What would you say?

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Group Discussion and Activities

Break into groups of 2-5 and keep your reflection notes with you for reference.

As you discuss these scenarios and some of the sensitive topics they might bring up, remember to maintain an environment conducive to meaningful and inclusive conversation.

- Be honest
- Listen, even if you disagree
- Criticize the idea, not the person
- Don't interrupt
- Pass if you're not comfortable
- Encourage everyone to contribute if they'd like

Group Discussion - Sharing Reactions

10 minutes

As a group, discuss your initial reactions to the experience and the scenarios in general.

Think about these points as you contribute to the conversation:

- **How it felt to take a different perspective**
- **Whether there were any 'aha' moments**
- **How much similarity you recognize to your own experience**
- **If you think you'll look at situations differently in the future**

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Group Discussion and Activities

Group Activity - Being the Ally

10 minutes

With your group, choose one of the scenarios from the video, and discuss your answers to the questions below.

- **What could an ally have said in that situation?**
- **How might the scene have gone differently if an ally had stepped in?**
- **What do you think the impact might be on the situation, the individual involved, or on the group environment?**

Commitment

3 minutes

Write and/or share your personal commitment to inclusion: What is one action you can commit to today that will proactively build inclusion?

Thank you for your participation in VR for Inclusion: Women in Tech. We hope you've found it valuable and feel more confident in your ability to be an ally by speaking up and taking action when needed. You have the opportunity to make a lasting impact.