

VR for Inclusion:

Women in Tech Reflection Guide

We hope you gained some new perspectives on the challenges facing women in the workplace. Below are a few questions to prompt further thought.

- **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 considering each scenario 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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Scenario 1



GWEN: software engineer taking notes in a meeting

-
- 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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Scenario 3



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

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- How would you describe what was happening in the scenario?
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- 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 4



ASHLEY: tech lead presenting research to a group

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- How would you describe what was happening in the scenario?
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- Why do you think people were behaving the way they did?
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- 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 5



CARINE: São Paulo host project member



SHANI: traveling project member

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

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- 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?

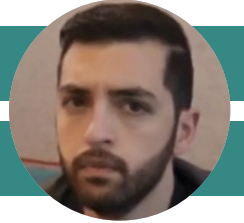
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Scenario 6



PATRICK: team member and ally



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

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- 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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Commitment

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.