**OFCD Research Mentor Training**

*Embracing Diversity –scenarios for small group discussion. For the purposes of this exercise, please assume that these are taking place in the United States.*

1. It’s a beautiful June day, and you arrange a group outing to a local pub to celebrate your recent success on project “Z.” A new summer intern comes and explains that she is unable to go to a bar because of her religious beliefs.
2. When you ask a student about the deterioration of a previously good relationship with another student, he explains that because of strong differences of opinion about political and social issues with his colleague, he now feels that she is unethical, and he’s not sure he can trust her.
3. Someone complains about sharing co-first authorship with another postdoc in your group, telling you that she has seen the other postdoc’s writing and finds it of very poor quality and full of grammatical mistakes; she is worried she will have to write and the whole paper herself. The other postdoc is not a native English speaker.
4. Someone on the admissions committee for your departmental graduate program often negatively highlights when an applicant went to a Historically Black College/University, stating concern because the students s/he’s seen from those institutions have “often been less prepared for grad school.”
5. You have a postdoc whose child tends to get sick a lot during the winter. He often has to leave and pick her up from school, leaving some of his urgent duties to colleagues. Though he always apologizes profusely, makes up the time when possible, and tries to help out his colleagues in other ways, you are beginning to hear complaints from other employees—both those with no children and those with kids who are rarely sick.
6. Your intern comes to share with you that she is transgendered and would like to begin transitioning at work from female to male. Sally shares that she will take leave and return to work as Sam, dressing and presenting as a man. You are not sure what to do, and you don’t know whether or not to talk to the other employees. You are unsure what you should say (if anything) and when you should say it.

Scenarios generously provided by the NIH Office of Intramural Training & Education