### 1. What are the similarities and differences between the race and sexual orientation concerns that existed at Cracker Barrel?

In the past Cracker Barrel had a history of anti-gay as well as diversity problems. The similarities between the race and sexual orientation concerns include that both groups have a mutual goal of inclusion and both want to eliminate discrimination. Another similarity that these two share after years cracker barrels board has both as part of its sexual discrimination policy. This includes that they “will not tolerate any form of discrimination, harassment, or retaliation affecting its employees or applicants due to race, color, religion, sex, sexual orientation, national origin, age, marital status, medical condition, or disability.” (Ref-DJ79KL). A major difference between these two concerns was that at one point the company called for a termination of employees whose sexual preference failed to demonstrate normal heterosexual values. Many of these employees faced direct discrimination and were given the reason that they were gay as to why they were fired.

2. What kinds of messages are sent by an agreement to an $8.7 million settlement but no admission of wrongdoing?

Although cracker Barrel claims there was no wrongdoing but they agreed to an $8.7 million-dollar settlement. They claim they agreed to this settlement to improve their employee diversity training and to create a specific department to investigate discrimination complaints and address other changes. I feel that this makes it obvious that they know they were in the wrong. There was proof of discrimination against African Americans. With more than 100 allegations including racial slurs, excessive wait times, as well as being followed around the stores. 80% of employees admitted to witnessing discriminatory behavior towards African American customers. Although they claim they are not guilty of this, ending the lawsuit with such a large settlement sends messages that they were aware and guilty.

## 3. What recommendations would you make to Cracker Barrel about diversity and inclusion among employees and customers?

I would recommend to Cracker Barrel immediately take measures against their policy. Because all human beings are equal no one has an edge over anyone, so they should make this kind of policy that will not harm the black, gay, or any other person.

As they mentioned now on their website, I also recommend them to implement that policy so that everyone feels Cracker and Barrel is their second home. So that everyone, whether white or black, young or old, customer or employee, feels safe and participates as a family.

In this way, the diversity and inclusion among employees and customers will get better as everyone starts getting equal values.