

## CW: Discrimination/Racism in the workplace

## DIRECT QUOTE

ADELINA, mid-30s Latina, knocks to make herself known.

ADELINA

Hey, Nick, do you have a sec? No, I know you're busy, I just- This is important. You always say you'll make time if things are important so... Good.

How long have I worked here for you, Nick? Three? Four years now... Something like that. And just for the record... How many times have you had to take- What do you call it? An infraction? No... Ah! *Disciplinary action!* How many times have you written me up? No, I'm not being sarcastic. I'm really asking. Promise. So... How many times- Right. Right! Not once in our four years together. I've been the model employee. Which is why I have to ask: are you gonna write me up now?

What's with the face? Did you hear me? I said: are you gonna write me up? It's a simple question, Nick. Just 'Yes' or 'No.' ... What do you mean you- You know why I'm asking! I know what you- . . . *Seriously?* Okay. You wanna- Okay. Then just do me a favor. Clarify something for me: Why exactly is Kathryn out on the floor right now breathing down my neck saying that we're "banned from speaking Mexican at work."

That's a direct quote, just, FYI, a direct quote. Which is bad enough on it's own-- being "banned from speaking Mexican," but she's not *just* telling me. She's going around telling every single person on shift right now like it's some sort of gospel. Like she's been chosen by God to lay down a new commandment. Except it's not coming from God, is it, Nick? No. It's not. Because Kathryn's also making sure everyone knows that you said it first.

So... you wanna tell me why you might say something like that, Nicholas? I mean, it's not like 90% of your staff is some kind of Hispanic. It's not like over half of us speak Spanish-- not *Mexican, Spanish*-- as a first language or anything. But, oh wait, it is like that, isn't it? So, please, enlighten me. I'd love to

know what you're thinking, especially since, as I'm sure you know, making a rule like that is illegal.

You can only require an employee to speak English if they're needing to interact with a supervisor as part of an evaluation. And I know what you're gonna say, "Oh, well, Kathryn is a supervisor and she can-" She can't. Because, despite what she thinks, employee evaluations aren't in her job description. They're in yours. So whether or not we speak Spanish around her has nothing to do with with work and everything to do with her own little insecurities. So when she came crying to you about how we must be talking about her behind her back what did you do? You let her have her way. And that's what's so f- That's what's so messed up with this whole situation. You know you're wrong, knew you were wrong when you said it, but you still went and said it anyway.

No. Don't- You don't need to explain yourself, Nick. I'm not here for an explanation. I'm here for an apology. I'm here for Rosa, Antonio, Juan, Fidelia, and everyone else who's had to listen to Kathryn for the last half hour. But, most importantly, I'm here to make sure you commit to doing the right thing. Because if you don't, I'm taking this straight to the District Manager. And yes, I have receipts.

*She pulls out her phone and hits play. We hear a muffled recording of Kathryn saying, "You're not allowed to speak Mexican at work anymore." A beat.*

So what's it gonna be, Nick?