

Equity Scenario **Workbook**

Increase equity for your team.



noun

equity

The fair treatment of all team members, guests, and communities that eliminates disparities and increases the unique actions and outcomes needed for all people to thrive.

As leaders, you have a responsibility to create equitable experiences; it's part of the action you can take to relate well to a broad variety of people inside and outside of Target. Like antiracism, equity requires action and sustained momentum over time. Be gracious with yourself and others; the path toward growth is not always a straight line. At the same time, hold yourself and your team accountable for creating equitable experiences. When you take courageous action and model inclusivity for your team, you bring equity to life and uphold Target's culture and values.

To continue your learning, use the scenarios in this workbook as practice. They'll help you understand how to increase equity for your team. These scenarios appear in the team member equity eLearning, so you'll know what behaviors your direct reports have learned to demonstrate. Equity is everyone's responsibility. Learning is the first step.

Scenario 1

Hasan (he/him/his), a practicing Muslim, regularly prays during his shift at a distribution center, where he has a religious accommodation. One evening, Hasan is washing his feet in the restroom when his teammates Brian (he/him/his) and Carlos (he/him/his) walk in. Carlos says, “That’s gross! Why would you wash your feet in the sink? Other people use that, you know!” and storms out of the restroom.

Brian is uncomfortable with Carlos's words and is concerned about Hasan, but he doesn't know what to say or do. The next day, Brian follows up with Hasan to learn more about his religious practices, but Hasan still feels frustrated and chooses not to socialize with Carlos during their break time.

How could Brian advocate for Hasan?

Select each of the answers that apply from the three options.

How could Brian share power with Hasan?

Select one of the three options.

What could Brian do to support Hasan publicly?

Select one of the three options.

