

## CASE STUDY SCENARIOS

*Please choose from these scenarios according to your class needs and audience.*

- 1) Four apprentices are on a job site. All four are assigned jobs moving rebar and placing anchor bolts in cement. The males begin to move rebar while the two females are instructed to help place anchor bolts in cement poured days prior. When the women completed the anchor bolt task, they head over to help move the rebar and are told to go help the worksite cleanup crew.
- 2) A female worker is assigned to a work site. She is given the task of hauling demolition debris from one area to another – although she is highly skilled in various areas. She is mocked for having been given this assignment by some of her male co-workers. She hauled about 40 loads while rude comments are made throughout the day. The rude comments are sexist and based on the fact that she identifies as female. She is also a black woman of color.
- 3) A male worker, immigrant and English learner is assigned to a work site. He is ignored and dismissed by some workers. During lunch he is having conversation with a couple other workers who speak Spanish. They are talking to each other in their native language when a worker says, 'Speak English or go back where you came from!'
- 4) Kris identifies as 'transgender.' Kris is working on a job site as an electrician. Two additional electricians (Team member 'A' and Team member 'B.') Team members 'A' and 'B' are both uncomfortable working alongside a 'trans' person and are overheard making fun of Kris. You are also on the team working on the same job.
- 5) Abd Al Jabbar is a new member to the mechanics crew. He has recently become a naturalized citizen of the U.S., however, he is still learning English as his second language. Some of his crew members overhear him speaking his native language during a break and begin to mock him by making fun of his name.