



Thank you for auditioning for

The Diversity and Inclusion Workshops conducted by the Center of Diversity, Inclusion and Belonging at NYU School of Law.

**ROLE: AFRICAN AMERICAN WOMAN 40s-60s**

Present in the room will be director, producing team & casting.

This project will present a series of short scripted, live training scenarios about issues relating to diversity and inclusion in the work place. The presentations will be on location at various business environments.

**PREPARE:**

For this audition please prepare/be familiar with this full packet of sides. We do not expect you to be off-book, just familiar with all of the material.

**ADDITIONAL INSTRUCTIONS:**

Please dress in style for the role. All actors should be well groomed and camera ready in business casual attire.

Be sure to bring your picture and resume, otherwise we will not have one in the room!

Thanks so much!

W | S Casting

# DANIELA Side I

CAST (facilitated by Kenji Yoshino):

Name	Title	Demographics
<b>PETER HEWITT</b> (played by X)	General Counsel	Older white male
<b>DANIELA MORENO</b> (played by X)	Deputy General Counsel	Older Hispanic female
<b>KEVIN MARTIN</b> (played by X)	Associate General Counsel	African American male
<b>JESSICA ATWOOD</b> (played by X)	Associate General Counsel	White female
<b>SAMUEL COATES</b> (played by X)	Candidate for Counsel position	Younger white male
<b>ROBERT CONWAY</b> (played by X)	Candidate for Counsel position	Older white male

## SCENARIO ONE: "Cultural Fit"

**(Peter and Daniela are seated next to one another, facing an empty chair.)**

PETER

I'm excited to participate in these interviews with you, Daniela.

DANIELA

Me too. I have to say, I'm super impressed by the quality of these candidates. How on earth are we going to differentiate them?

PETER

Don't worry - I've done this many times before. It's all about the cultural fit; you'll see what I mean.

**(Samuel enters.)**

~~SAMUEL~~

~~Hi, I'm Samuel! It's nice to meet you.~~

**(Samuel shakes hands with Peter and Daniela.)**

PETER

**(They all shake hands and Samuel exits. Robert enters.)**

ROBERT

Hi, I'm Robert, great to meet you both.

**(Robert shakes hands with Peter and Daniela.)**

DANIELA

Likewise. Please, sit down.

**(Robert sits down on chair in front of Peter and Daniela.)**

PETER

So, Robert, the first thing that jumped out at me from your resume was that you went to Harvard for undergrad. Which house?

ROBERT

I was in Mather.

PETER

You're kidding! Me too! The best thing about living in Mather is that you don't have to look at it. Did you ever go to *The Hong Kong*?

ROBERT

That's incredible! Yes, absolutely. You have to be careful about those scorpion bowls, right? I grew up outside Boston so I used to go out to Cambridge a lot.

DANIELA

You're from Boston? So am I! Small world, huh?

ROBERT

No way! Which part?

DANIELA

Burlington. It's about a half-hour outside the city.

ROBERT

Yeah, of course, I know Burlington. One of my favorite restaurants is out there - The Bancroft.

DANIELA

Yes! That place is the best. Speaking of food, I see from the "Interests" section of your resume that you're quite the chef. Some of us here are starting a cooking club.

ROBERT

That sounds wonderful. I won't brag, but desserts are my specialty.

PETER

That sounds dangerous for my waistline, Robert! <Laughs> I have to say—it was so nice to meet you. We'll be in touch.

**(They all shake hands and Robert exits.)**

DANIELA

So, what do you think?

PETER

Samuel seems fine. I just didn't feel much of a connection, you know?

DANIELA

Yeah, me neither. He was *good*, but Robert was *great*.

PETER

Yes, see what I mean about cultural fit? He's got exactly the kind of open and energetic attitude we like.

DANIELA

Exactly. And by contrast, I felt that Samuel was almost the stereotype of the millennial—he's taken a gap year that's unexplained on his resume. I'm not sure if we could ever get him to work as hard as we need for this job.

**END**

PETER

It's decided, then. I'll call Robert tomorrow.

#### **CUT: FACILITATED DISCUSSION**

*Kenji describes the issues revealed in the scene and the basis for the scene in the social science and/or feedback received in interviews:*

- Peter and Daniela favored Robert for irrelevant reasons, such as shared interests and backgrounds. An unstructured conversational approach to interviewing poses particular challenges for groups who, by reason of their socio-economic background or other demographic characteristics, may not have much in common with their interviewers. Cite Iris Bohnet (finding that unstructured assessments of*

# DANIELA Side 2

**START**  
(Jessica walks over to the side of the stage in Daniela's direction. Kevin exits.)

DANIELA

Hi, Jessica. Would you mind having a crack at this agreement? Kevin did the first draft but I'd like your input. From a quick skim I can see this section isn't fleshed out enough.

**(Daniela hands Jessica the document.)**

JESSICA

Yes, of course.

**(Jessica walks over to the other side of the stage to read the agreement. Peter enters on Daniela's side.)**

PETER

How's it going, Daniela?

DANIELA

Ah, it's ok. I'm just frustrated with Kevin. His writing is sloppy and he misses important issues. I can't trust him to get it right the first time.

PETER

I've had the same problems with his work. Jessica's excellent, you know. If I were you, I'd use her more often instead.

DANIELA

I'm way ahead of you. I just gave her an assignment.

**(Kevin enters on Peter's and Daniela's side.)**

KEVIN

Hi Peter and Daniela. Could you let me know if there's anything I can help with? I'm a bit on the quiet side.

DANIELA

Thanks, Kevin. I don't have anything right now. I'm sure I'll have something for you later.

PETER

Same with me. Thanks for offering though.

**(Peter and Kevin exit. Daniela walks over to the other side of the stage to Jessica.)**

DANIELA

Jessica, could I get you involved in a big new matter that's come across my desk? It's a massive harassment investigation.

JESSICA

Yes, absolutely.

DANIELA

I'll forward you the email from HR. It raises some tricky compliance issues. If you could start researching those, that'd be great.

JESSICA

Will do.

**(Jessica exits. Daniela and Kevin sit down on chairs facing one another.)**

DANIELA

So, Kevin, let's get started. Before we get into your formal evaluation, I'd like to know, first of all: how do you think you're doing?

KEVIN

Well, up until a few months ago I felt pretty good. We were working together all the time, and I appreciated the matters you got me involved in. But lately I feel like things have changed and I don't know why. Have I done something wrong? I thought I was performing well, growing a lot, improving my drafting skills..

DANIELA

Yeah, look, I appreciate the efforts you've put in. You work incredibly hard. But you need to improve your attention to detail. I always find a lot of errors and gaps in your written work.

KEVIN

Wow, that's harsh. *<Annoyed tone>* Why didn't you tell me sooner?! I've written a lot for you over the past year, and would have liked the opportunity to adjust to your feedback.

DANIELA

Wait a minute, Kevin. I don't mean to pile on, but the way you reacted just now is another problem. You need to work on your attitude. This is a professional environment, and you can't talk

back to your supervisors like that. A lot of people in this company find you aggressive—sometimes even *intimidating*.

KEVIN  
What?!

DANIELA  
Please just work on it. I'm trying to be honest and help you improve. Now, sorry to cut this short but I have to run.

END

~~(Daniela exits. Jessica enters and walks over to Kevin.)~~

KEVIN  
I can't believe it.

JESSICA  
What?

KEVIN  
Daniela just told me I'm a bad writer with poor attention to detail. Then she said I'm aggressive and intimidating and have an attitude.

JESSICA  
I'm sorry to hear that.

KEVIN  
I thought she, of all people, would be my ally on this team.

JESSICA  
Look, try to brush it off. I would do as Daniela suggests: speak more gently, defer to authority—you know the drill. I'm sure that's how *she* made it.

KEVIN  
I already change my style and mannerisms to fit into a white business culture. I feel like I'm a different person inside and outside the office. Anyway, the broader issue is that I can't believe she's only telling me this stuff now. We worked together for a year, and she never gave me any indication that there was an issue. So instead of confronting me, she stops giving me work months ago, drops a bomb in my lap in the performance review, and leaves. If I keep getting treated like this, then I'm gonna be the one leaving.

JESSICA