



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: CAUCASIAN MAN 20s/30s

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. You may be asked to read one or up to all of them. 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

CAST (facilitated by Kenji Yoshino):

Name	Title	Demographics
PETER HEWITT (played by X)	General Counsel	Older white male
DANIELA MORENO (played by X)	Deputy General Counsel	Older Hispanic female
KEVIN MARTIN (played by X)	Associate General Counsel	African American male
JESSICA ATWOOD (played by X)	Associate General Counsel	White female
SAMUEL COATES (played by X)	Candidate for Counsel position	Younger white male
ROBERT CONWAY (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 Side 1

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

(Samuel shakes hands with Peter and Daniela.)

PETER

Nice to meet you too, Samuel. Please, take a seat.

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

PETER

So, tell us a bit about yourself.

SAMUEL

Well, I've always been fascinated by the tech industry, and obviously this company's a leading player in that sector. As you can see from my resume, my focus up to this point has been on cyber law issues, but I'm looking to expand into other areas. And outside of work, I enjoy photography and I run a travel blog on Tumblr.

DANIELA

OK... That sounds interesting.

(Samuel smiles and nods. There is an awkward silence.)

DANIELA

So, um... looking at your resume, I see you completed your undergrad at Florida State. Are you from Florida originally?

SAMUEL

Yes, I grew up near Palm Beach and lived in Florida until I moved to New York for law school. To be honest, I miss the surfing at Reef Road—the waves there are pretty awesome—but I do enjoy the Northeast as well.

PETER

<Pauses> OK. So, uh, is there anything else you wanted to add?

SAMUEL

No, I'm just excited about the opportunity to work here, and hope to hear from you soon.

DANIELA

Thanks, Samuel. Appreciate you taking the time.

SAMUEL *(to audience)*

That did *not* go well. I thought this suit would make me look the part, but I still look too inexperienced for this role. A friend told me to grow out my facial hair and wear glasses instead of contacts to make me look older. That sounded ridiculous at the time, but now? Not so much.

SAMUEL Side 2

cultural fit allow bias to creep into the interview process).

- *Samuel covered his age. How and why?*

Kenji then re-introduces the scene for Peter and Daniela to give it another shot.

START

(Peter, Daniela, and Samuel enter as if in an interview.)

PETER

Thanks for meeting with us, Samuel. We'd like to ask you a few questions. First of all, we have a small legal team in this particular office, and it can be a demanding environment that will require some travel and late nights from time to time. Is that something you are able to do?

SAMUEL

Yes, absolutely. One of the main reasons I'm excited about working here is that I know I'll be challenged and stretched. I have a flexible schedule and enjoy traveling for work.

DANIELA

Great. Our next question is: We noticed a gap year on your resume after law school. Can you describe what you did during that time?

SAMUEL

Sure. I spent that time taking a photography tour of Latin America and bringing my Spanish up to the level of fluency. It's one of the things that drew me to this company—I know you have nine offices in Latin America across six countries.

PETER

Excellent. And finally, this role involves some work on patents cases, so you'll need to be comfortable learning about complex scientific concepts. Do you feel qualified to engage in such work?

SAMUEL

Yes, I sit adjacent to the patents team at my current firm, and they recently got me involved in a fascinating life science case. I'm a detail-oriented guy, so I loved reading all the expert materials.

DANIELA

Thanks so much for taking the time, Samuel. We'll be in touch.

SAMUEL

Thank you. Great to meet you both.

END

~~(Samuel exits and Robert enters.)~~

PETER

Robert, thanks for applying. We'd like to ask you a few questions. First of all, we have a fairly small legal team here, and it can be a demanding environment that will require some travel and late nights from time to time. Is that something you are able to do?

ROBERT

This is a tough one. I saw that in the job description, but was hoping it would be negotiable for someone of my stature. I have various obligations that make it unrealistic for me to work like that.

DANIELA

Oh, OK. Our next question is about your resume. As we were reviewing it closely, we noticed that there are some years where you don't list a job—from 2003 to 2005. Can you describe what you did during that time?

ROBERT

Sure thing. I took two years off the treadmill to read the complete works of Shakespeare. Or almost all. Most of them, anyway. Don't quiz me, though!

PETER

I see. Our final question pertains to the fact that this job requires some work on patents cases. Do you feel qualified and comfortable learning about complex scientific concepts?

ROBERT

I have to admit it's not my strong suit, but I have always been excellent at delegating, so if it gets too technical I can assign it to a junior lawyer or engage external counsel.

DANIELA

OK, thanks for your time, Robert. Great to meet you.

ROBERT

You too.

PROFESSOR HEWITT

Yes. *Hi-Meena?* Did I get it right this time?

(A couple of the students snicker.)

JIMENA

Well... um... yes, close enough I guess. You can call me “J” if that’s easier.

PROFESSOR HEWITT

Phew! **(Laughs.)** OK, thanks, J. What was your question?

JIMENA

Umm... I’m not sure. I lost my train of thought.

PROFESSOR HEWITT

OK. Well, before we wrap up, I want to remind everyone that a review session is next week. Please also feel free to come to my office hours if you have any questions. See you next class.

(Professor Hewitt walks out. The students stay back and speak with one another.)

KEVIN

Wow, that was awkward.

SAMUEL Side 3

JIMENA

Yeah. Should I speak with Professor Hewitt outside of class? I know that my name isn’t common around here, but it’s not *that* hard to pronounce. And he’s been getting it wrong the whole semester. It throws me off to hear laughter every time I ask a question.

JESSICA

I dunno. He’s a sweet guy. He means well. I’d save the complaints for the more serious things like that he keeps talking about the “mentally retarded”! I mean, *come on*—that’s been offensive since the 90s!

SAMUEL

Yeah, I spoke with him about that over the break, but he repeated it after.

KEVIN

Why don’t you put it in the course evaluation? There’s a question about how the Professor handled issues of bias and stereotype.

SAMUEL

That’s a good idea.

JIMENA

Yeah, thanks, Kevin. I’ll think about it.

(Jessica and Kevin walk out. Samuel and Jimena stand side by side, facing the audience.)

JIMENA (*to audience*)

I decided not to raise the issue at all, even though I can't stand the nickname "J." Jessica said Professor Hewitt means well, and I suppose she's right. But did I make the right decision by letting it go? Honestly, I don't know. All I know is that I still keep thinking about it.

(Jimena walks out.)

SAMUEL (*to audience*)

I *did* decide to raise it. Here's what I wrote in the course evaluation:

“Professor Hewitt could be more careful in how he talks about mental health and intellectual disability. This came up in our discussion of the *Cleburne* [*pronounced “Clee-burn”*] case. I have bipolar disorder and my brother has Down's Syndrome, so when the Professor uses insensitive language, it hurts.”

I normally don't tell anyone about being bipolar unless they're a close friend. Even then, I pretend it hardly affects me. People are so quick to judge and attribute everything I do to the illness. But if you never say anything, nothing ever changes.

(Samuel walks out.)

END