



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 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. 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

ROBERT Side 1

Please look at both Robert & Peter in this scene.
You may be asked to read one or both.

START

(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.)~~

END

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.

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*

Please look at both Robert & Peter in this scene.
You may be asked to read one or both.

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

SAMUEL

Thank you. Great to meet you both.

(Samuel exits and Robert enters.) **ROBERT Side 2**

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.

END

SCENARIO THREE: "Lacking Potential - Gender"

(Samuel and Kevin are facing one another on one side of the stage, simulating a conversation. Peter and Jessica are facing one another on the other side of the stage.)

START
PETER

You've had another great year, Jessica. I get nothing but positive feedback from our internal clients about how responsive and diligent you are. Congratulations.

JESSICA

Thanks, Peter.

PETER

You should start thinking about the path to becoming Deputy General Counsel.

JESSICA

Definitely. I've been working hard with that goal in mind. How can I put myself in the best position?

PETER

As I said, you get tremendous feedback from all the business units we deal with. You're also very well-liked by our colleagues. One thing I've noticed, though: You have a tendency to shrink around others sometimes, to be a bit passive.

JESSICA

Oh, OK. Thanks for letting me know. Is there anything specific I should be doing to correct that?

PETER

Um, just, you know, project confidence. Take control of a room when you enter. When you're working in a team, you need to be able to establish credibility right from the outset.

JESSICA

You mean like speak louder? Or is it my body language?

PETER

Look, it's the vibe. To get promoted you need to inspire confidence in your judgment. You know, act like you are already in the role. I know you're perfectly capable of doing that. It's just something to work on over the next year. With everything else, you're doing great.

JESSICA

OK, thanks, Peter. I appreciate your honest feedback. I'm actually about to have a meeting with Kevin and Samuel right now, so I'll try it out.

PETER

Terrific. Good luck.

END

(Peter exits. Jessica walks over to Kevin and Samuel.)

JESSICA Side 2

JESSICA (*speaking confidently*)

Good afternoon. I know we don't have much time, so I'd like us to start with the breach of contract issue.

SAMUEL

Hi, Jessica. You look nice today! New hair style?

JESSICA

Oh, not really, but thank you. So, as I was saying, Samuel, where are you at with the memo?

SAMUEL

I should have it to you in a couple of days.

JESSICA

I asked for it by Wednesday.

SAMUEL

Sorry. Peter dragged me into a big procurement matter so it had to drop down the priority list.

JESSICA

OK. Please put it back up higher.

KEVIN

Jessica, please. No need to attack him.

JESSICA

I'm sorry. So, next on the agenda is the product liabi--

KEVIN

(*Cutting Jessica off*) I was thinking we should talk about the product liability matter.

SAMUEL

Good idea, Kevin. The plaintiffs are trying to run a failure-to-warn argument.