



## Reflection on Previous Experiences

In this section, you will be reflecting on current or previous experiences where you faced bias, harassment, and discrimination at work or school.

This may be triggering or emotionally exhausting. If at any point you feel discomfort, please take a break and return once you feel well enough to proceed. If an experience was too painful and triggering, you are welcome to not include it here; however, by not exploring that situation, you may miss out on key learnings from that experience. Later in the course, we will be using these experiences to learn from and build upon. If you have experienced more than 5 incidents, to save time list the 5 incidents that were most difficult for you to navigate, or the most impactful to you.

If you have never faced bias, discrimination, or harassment, you have a couple of options:

1. Borrow a situation that you were a witness to, or that someone close to you went through, and describe that.
2. Skip this section. Note that if you skip this reflection, in later sections you will be asked to reflect on previous experiences or imaging a scenario; if you fill this out now it may save you time later.

If, later in this course, you realize or remember that a situation you faced actually was bias, harassment, or discrimination, please add it to this reflection!

Answer the following questions related to **each separate incident** when you have faced bias, harassment, and/or discrimination:

1. Name of your employer, university, or organization when incident occurred:
  - a. Address of employer or organization:
2. Date(s) and time(s) of incident(s):
3. Describe what happened:
  - a. Name(s) and job title(s) of the person(s) you are reporting:
  - b. Location of incident(s):
  - c. Is the behavior still ongoing?
4. Share how you feel/felt during the incident:
5. What is/was your desired outcome?
6. Do you believe that the behavior you experienced or witnessed has anything to do with the following traits of yours?



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- a. Age, ancestry, color, denial of family and medical leave, disability, ethnicity, gender, gender identity, genetic information, marital status, medical condition, mental condition, military or veteran status, national origin, political views, race, religious creed, sex, sexual orientation, union activity, other
7. Did you report the behavior?
  - a. If so, to whom?
8. Describe your productivity in workplace before versus after harassment:
9. Was this issue resolved? If so, how?
  - a. How did you feel about the resolution?
10. Do/did you suffer from any illnesses (mental and/or physical) as a result of this incident?
11. Did your employer or university retaliate against you, or did any of the following occur because of this incident: low performance review, demotion, cut in pay, etc.?
12. If you could go back in time, how would you navigate this situation differently?
  - a. What do you wish you knew in order to navigate this?
  - b. What questions do you still have about how to navigate this?