Diversity and Inclusion Committee, Department of Computer Science, UVA

## SCENARIO 1: PAIR PROGRAMMING FOR AN ASSIGNMENT

Mike and John are teammates in a pair programming assignment where they need to code together on a workstation. They both have equal time to be the driver (working on the keyboard) while the other be the navigator (observing and reviewing the code as it is typed in). Mike (the driver) is typing on a keyboard while John (the navigator) is observing...

- John: What happened to the variable wahoo at Line 1819?
- Mike: I'm not sure, looks like it keeps allocating new memory each time, let me check the debugger...
- John: No need to check further, I know it will cause a crash. Let me do this for you.
- Mike: Wait, you were on the keyboard a few minutes ago. Since this variable is my idea, would you please let me fix this?
- John: No, your idea is lame. I am not going to waste another fifteen minutes trying to debug this.
- Mike: I know you probably didn't mean it, but calling my idea lame is not very nice. We both made mistakes before and I know we can fix this.
- John: Why don't you let me fix this for you? You can just watch me and learn. Now please pass the keyboard!

[TIME OUT TO DISCUSS MIKE"S RESPONSE]

Mike: [insert your response here]\_\_\_\_\_

## **Diversity, Equity, and Inclusion Skits**

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## SCENARIO 2: THE INTERVIEW AT A SOFTWARE COMPANY

Robert is the director of engineering of a prominent software firm, which is usually dominated by males. He has 5 applicants today for a high paying, high profile position in the company. He is interviewing Mary, a recent graduate from UVA where she graduated at the top of her class. Even though Mary is a very qualified candidate among the group, Robert is set on choosing a male for this post.

Robert: Hello there Miss, what brings you here today? Mary: I'm here for the new engineering position in your company. Robert: I see ... well I hope you know that it's gonna be very competitive. I have 4 others applying for the job with "excellent" credentials.

- Mary: I can assure you sir that my credentials are in line and that I am highly qualified. I graduated top of my class and have interned for companies such as Facebook and Amazon...
- Robert: Indeed, that is impressive. But you have to realize that this isn't school or an intern position anymore. This is a "dominated" field where only the "the strong survive". I need a man.... I mean "person" who can handle the workload, and the responsibility necessary to make our company succeed.
- Mary: I'm sorry, I don't mean to be rude... I'm getting this
  feeling that you won't think I'll do a good job because
  I'm a woman. Is that true?
- Robert: Listen sweetheart. Like I said, I need someone who can take us to the top. Frankly, I don't know if I see that in you. But, I'll tell you what I'll do. I'll put your resume with the others and take a look at it later when I have more time.

[TIME OUT TO DISCUSS MARY'S RESPONSE]

Mary: [insert your response here]

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## **SCENARIO 3: TUTORING CENTER**

Humpty had just arrived at a tutoring center when one of the first year students just left the center unhappy. As Humpty entered the centered, Humpty heard Dumpty began talking. Dumpty has had a rough hour explaining to the student who just left; Dumpty is now very frustrated.

Dumpty:	Thank god, that kid has finally left! How could someone
	not know what a loop is?!
Humpty:	I'm sorry, are you talking to me?
Dumpty:	Sorry to be random, but I'm just talking about the kid who
	just left that kid's just so "dumb" I think
	that kid is not a CS student.
Humpty:	Uhh ok? (confused and surprised at the tutor)
Dumpty:	I mean, I just look at people like that and feel bad for
	them. Honestly, how can they not know anything that's so
	simple, a basic "loop." Looking at them makes me sick!
Humpty:	Well How do you know that it isn't because the kid is
	new to computer programming. Don't you think the kid is
	trying to learn and understand it?
Dumpty:	Well, if that kid's not so dumb and not so slow, that kid
	would have already been
TTME OU	JT TO DISCUSS HUMPTY'S RESPONSE]
Humpty:	[insert your response here]