Case 2

Two facilities staff members were engaged in conversation, when one of their colleagues heard them speaking together in Spanish. The colleague commiserated with another staff member to the side, in a lowered tone, about noticing the other two team members always speaking Spanish whenever they are together in the office or on work locations. Later, upon encountering the two team members interacting and speaking Spanish again, both non-Spanish speaking colleagues asked them why they speak in their language every time they are together. One jokingly told them, “…it feels strange not knowing what you two are talking about,” while the other jokingly said, “Yeah, what are you up to?” Both laughed.

Before you respond to this interaction, practice socially and culturally appropriate perspective taking by:

1. Identifying one of your own social locations, how does that impact your perspective in reviewing this scenario?
2. Identifying one possible social location of each of the people involved in scenario:
   a. How might the individuals in this feel and why might they feel that way?
   b. How might their respective social locations and experiences have shaped their behavior, beliefs, decisions, and values?
3. Consider the facilities staff members speaking Spanish. Why might they have done so?
4. Consider the statements made by the non-Spanish speaking employees and their reactions. Where might they have been coming from?
5. What might have been the intentions of their statements?
6. What are the possible impacts (conscious and unconscious) of the statements and their reactions?
7. If you witnessed this, would you respond? How would you do so? How does your own “perspective” play into this response?