

***Beyond Bias***  
***How We Think, Talk and Act on Race and Difference***

**Perspective Taking – Finding Creative (But Respectful) Ways to  
Walk in the Shoes of Others (Or the Perceived Other)**

**Job Interview Role Play**

**Background:**

- Split up into pairs; one person is a hiring manager for a local not-for-profit organization that works with homeless youth ages 14 to 24; the other person is an applicant for the position of “Youth Counselor.”
- This is the applicant's second interview; the first one went well; and the manager has already made a conditional offer of employment;
- Since the job entails working with a “vulnerable population,” a criminal background check is required; the manager has said that a final offer of employment is dependent upon what the background check reveals.
- It's now time for the second interview; the manager and the applicant are sitting across from each other; the manager has shared with the applicant the results of the background check; and the manager has the following questions:

*# 1 – Given the results of the background check, why should I hire you?*

*# 2 – Given the results of the background check, what's different about you today? How have you changed?*

*# 3 – Other questions*

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UNITED STATES DEPARTMENT OF JUSTICE FEDERAL BUREAU  
OF INVESTIGATION CRIMINAL JUSTICE INFORMATION  
SERVICES DIVISION CLARKSBURG, WV 26306

PART 2

- FBI IDENTIFICATION RECORD - FBI NO

1-ARRESTED OR RECEIVED 1998/10/16 SID  
AGENCY-POLICE DEPARTMENT WASHINGTON  
AGENCY CASE  
CHARGE 1-PWID PCP

COURT  
CHARGE-UCSA PWID PCP  
SENTENCE-  
3/20/00 DEF ELIGIBLE FOR HIDTA, SENT TIME SERVED BOTH  
CASES

2-ARRESTED OR RECEIVED 1998/11/10  
AGENCY-USM WASHINGTON  
AGENCY CASE-PDID  
CHARGE 1-FAILURE TO APPEAR SANCTION HEARING-PWID  
PCP

3-ARRESTED OR RECEIVED 1999/05/13  
AGENCY-USM WASHINGTON  
AGENCY CASE-PDID  
CHARGE 1-FTA-PWID PCP

4-ARRESTED OR RECEIVED 2006/03/21 SID- DC  
AGENCY-POLICE DEPARTMENT WASHINGTON  
AGENCY CASE  
CHARGE 1-SHOPLIFTING

COURT- CHARGE-SHOPLIFTING SENTENCE- NO PAPER 4/3/06

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