

### Contributors

The game is based on a similar dilemma game developed by the Erasmus University, themed around professionalism and integrity in research. This game can be downloaded from: <a href="https://www.eur.nl/en/about-eur/strategy-and-policy/integrity/scientific-integrity/dilemma-game">www.eur.nl/en/about-eur/strategy-and-policy/integrity/scientific-integrity/dilemma-game</a>. Our version of the game themed around diversity and inclusion has been made possible by the following members of the Nanophotonics Section from the Debye Institute for Nanomaterials Science of Utrecht University:

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Bright minds, better future



### Foreword

The game lets its participants consider, choose and defend (and possibly reconsider) alternative courses of action regarding a realistic dilemma themed around diversity and inclusion on the work floor. Participants will also come to appreciate the dilemmas that others are faced with, how they resolve them and the reasoning behind their solutions. The game encourages participants to discuss issues relating to diversity and inclusion, and to help one another to find solutions for their own dilemmas.

The game can be used in a variety of settings. It can be used in a course setting, for instance with a group of Ph.D. candidates or the staff of a department/institute. Depending on the objectives, it may be used primarily to incite a fruitful discussion; as an exercise to let people exchange opinions and experiences, or also as a step towards defining more formally defined principles. Often, it may be effective to let participants come up with their own dilemmas, after playing a number of dilemmas from the game.

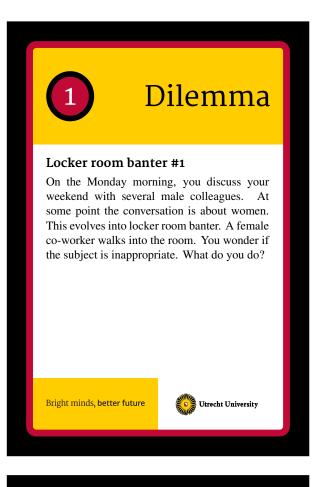
The dilemma game is available for download on www.uu.nl/en/research/nanophotonics/diversity.

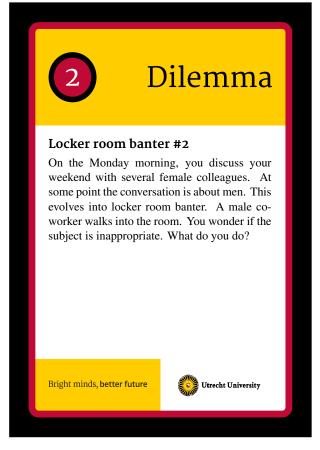
Sincerely, Sebastiaan Greveling

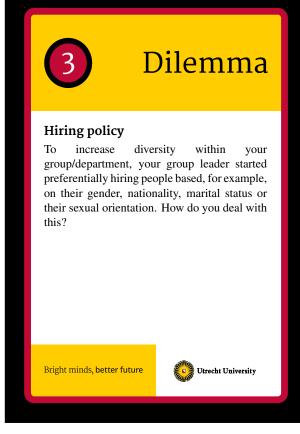
Bright minds, better future

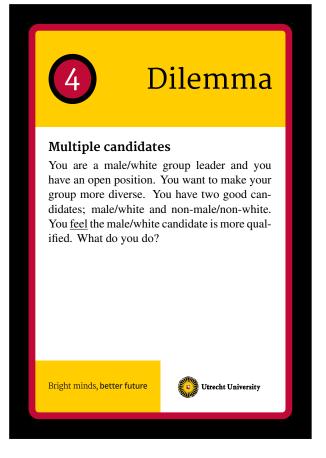


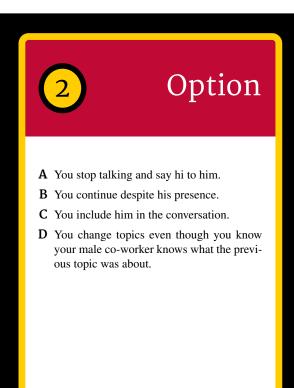


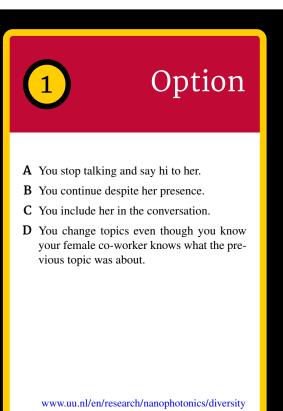




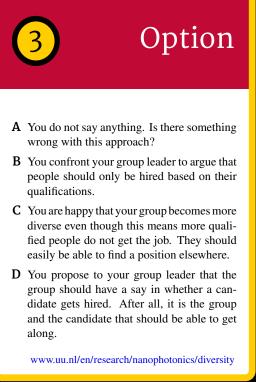


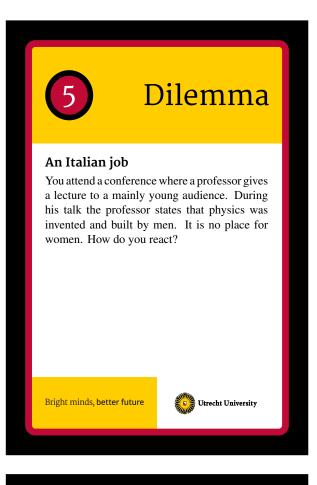


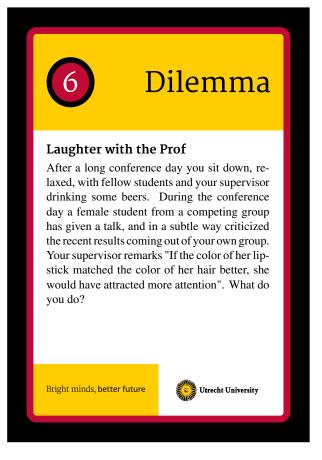




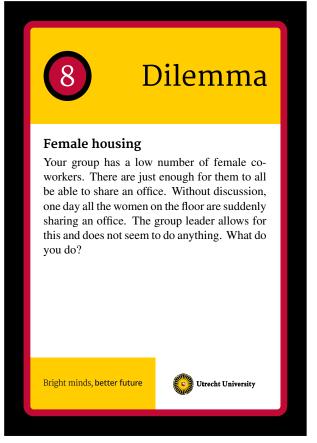
A You flip a coin.
B Fight your bias and select the other candidate.
C If you feel the candidate is more qualified, hire him.
D Ask input from someone else, without telling/showing your preference.













### Option

- **A** You laugh, because all the other students are laughing. Hey, he is the professor.
- **B** You explicitly keep quiet and say nothing. You think it is clear to everybody that he is an old, grumpy man.
- C You explicitly confront your professor with his remark, despite the consequences it might have for obtaining your degree.
- D You jokingly tell the professor that if he would be wearing lipstick matching his sweater, they would not have criticized his work.

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## 5

### Option

- A You disagree and walk away.
- **B** You wait until the actual talk starts.
- **C** You think this man is delusional and make this clear on social media.
- **D** He has a point. Physics is now negatively biased against men as positions where men are more qualified are now occupied by women just because of their gender.

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### Option

- **A** Try to find the reason why the female coworkers decided to share an office.
- **B** Nothing. Should this be bad? It is okay for the women to share an office. Right?
- **C** All the females in one office, in a way, decreases the diversity in the group. You decide to talk to the group leader and argue they should be split a part.
- D You propose the housing of personal should be randomized without restrictions. This has the possibility however that some female co-workers are grouped together while others are not.

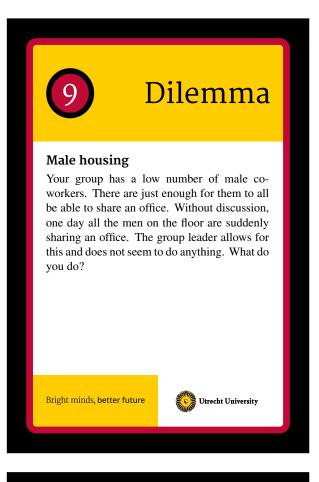
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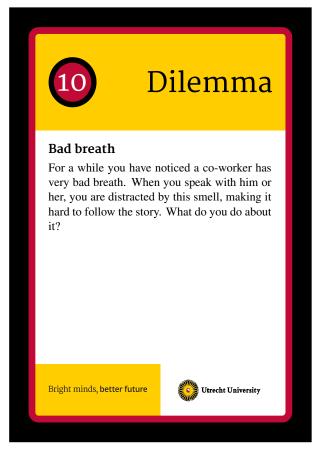


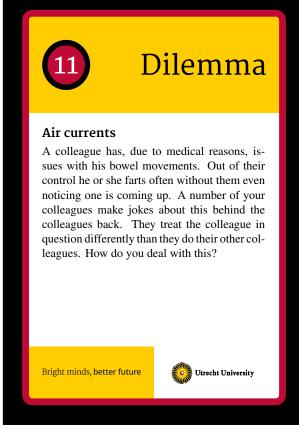
### Option

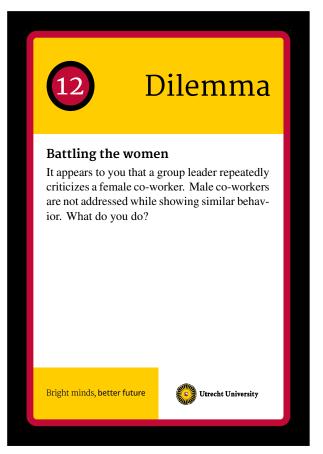
- **A** You switch the conservation to another topic.
- **B** You keep having the same conservation as before in Dutch.
- C You continue the conservation in English such that the student hears what you are talking about, but still does not understand the conversation.
- **D** You shortly interrupt the conversation and tell the student that they will not understand anything you are talking about, and continue the conversation in Dutch.

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- A You avoid the co-worker in question.
- **B** Tell him or her right away directly.
- **C** Continue working with the person while pretending nothing is bothering you.
- **D** Confronting him or her directly is rude. Just drop hints until the message is received.

# 9

### Option

- **A** Try to find the reason why the male coworkers decided to share an office.
- **B** Nothing. Should this be bad? It is okay for the men to share an office. Right?
- **C** All the males in one office, in a way, decreases the diversity in the group. You decide to talk to the group leader and argue they should be split a part.
- **D** You propose the housing of personal should be randomized without restrictions. This has the possibility however that some male co-workers are grouped together while others are not.

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12

### Option

- **A** You go to Human Resources or to a confidential advisor.
- **B** You talk to your co-worker to see how she feels about this and if she needs help.
- **C** You do nothing. This might be due to legitimate reasons unrelated to gender. It is none of your business.
- **D** You talk to the group leader in private and stress that their behavior is not professional and is inappropriate.

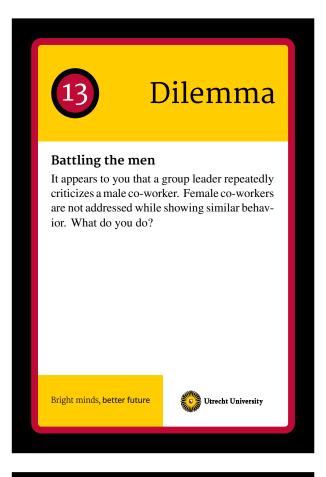
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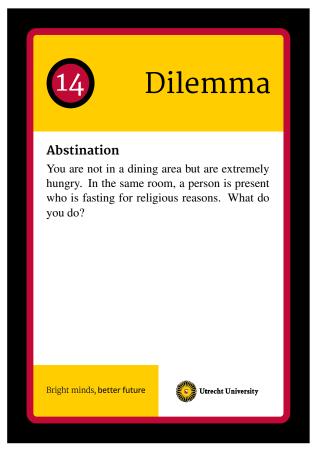
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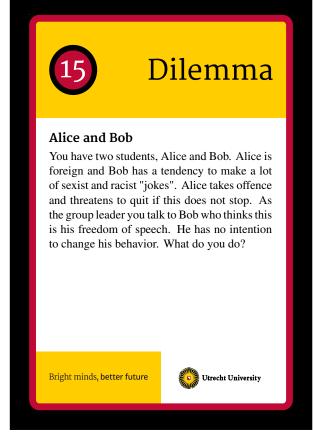
### Option

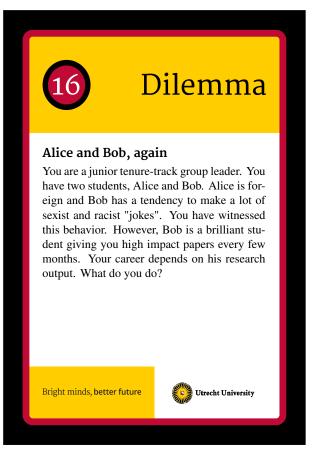
- **A** You address your colleagues on their behavior as it is highly inappropriate.
- **B** You comply with the rest and join in with the jokes behind your colleagues back.
- C You ignore it and do not treat the colleague in question any differently than you do the others.
- D You discuss this with your group leader. He or she should be the one addressing the other colleagues on their behavior.

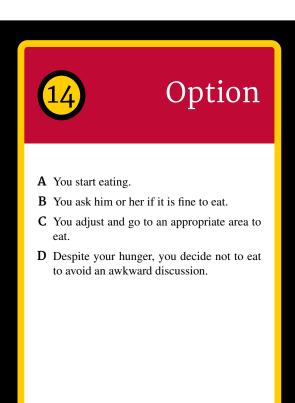
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# A You go to Human Resources or to a confidential advisor. B You talk to your co-worker to see how he feels about this and if he needs help. C You do nothing. This might be due to legitimate reasons unrelated to gender. It is none of your business. D You talk to the group leader in private and stress that their behavior is not professional and is inappropriate.

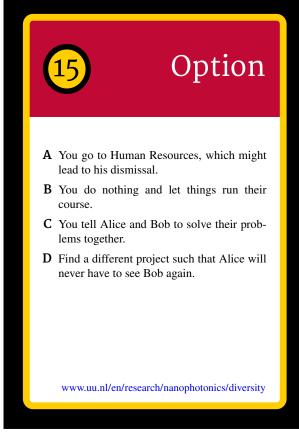
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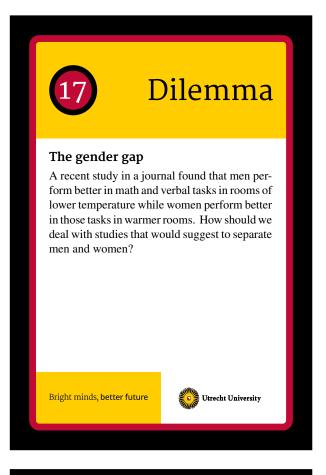
A You go to Human Resources, which might lead to his dismissal.

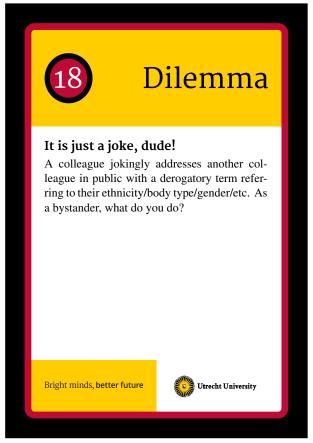
B You do nothing and let things run their course.

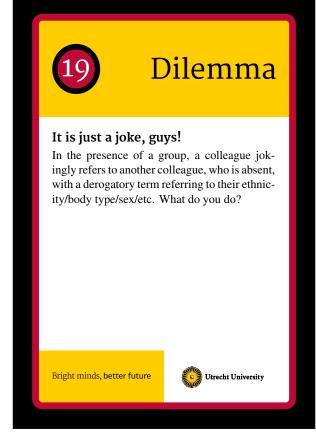
C You tell Alice and Bob to solve their problems together.

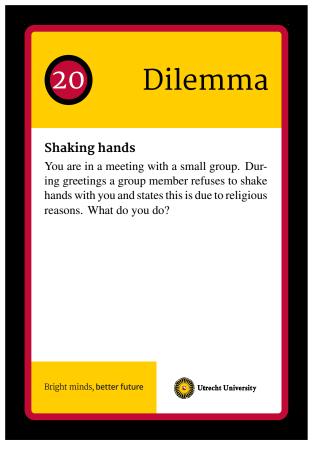
D Find a different project such that Alice will never have to see Bob again.

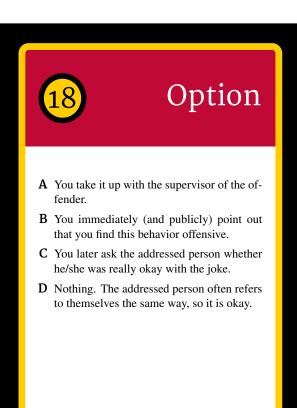












A We question the evidence.
B We segregate people over offices.
C We ask the people in question how to deal with the evidence.
D We ignore the scientific evidence because it is not in line with our policies.

A You get offended and show this with your facial expressions.

B You make a joke about people from her/his religious background.

C You ask what would be an accepted greeting way for that persons religion.

D You express understanding and say that in this country we respect all religions.

