

DISCUSSION QUESTIONS

1. Have you ever been subjected to harassment or discrimination on the job? If so, how did you handle it? Would you do anything differently now?
2. What stereotypes can you name for older people, younger people, overweight people, and disabled people? When did you become aware of these stereotypes? Where did you learn them? At home? Through media such as broadcast and print? On social media?
3. Throughout the book, the characters reveal their own biases and prejudices. What are Alice's biases? Inman's? Jorge's? How do you think their biases evolved?
4. We all have biases and prejudices. Being aware of them is the first step. What can you do to control your own biases?
5. Many things that happen at work are unfair but do not meet the legal definition of discrimination. For instance, a supervisor calling all employees stupid is not illegal since the treatment is equal. Is it time to have a Fair Employment Opportunity Commission instead of an Equal Employment Opportunity Commission?
6. JJ has a difficult time adjusting to life outside of prison. Does the U.S. do enough to assist convicts in preparing for repatriation?
7. If someone like JJ joined your church, social club, or workgroup, how would you react?
8. Immigrants who settle in the U.S. are known as the *first generation*. How does Gaye's outlook as the *second generation* differ from her parents? How much of the Indian culture do you believe would remain for the *third generation* if Gaye married Tommy and had children?
9. Were you aware of the EEOC before reading this book? If so, how did you learn about its existence? Does the federal government have an obligation to actively promote the use of agencies that protect employees from discrimination, workplace accidents, or not being paid appropriately for work performed? Are you aware of the Occupational Health and Safety Administration and the Department of Labor?
10. Do you believe in a cause? If so, what are you willing to do for it?