

## DISCUSSION QUESTIONS FOR THE WARRIORS FOR EQUAL RIGHTS TRILOGY

### THE CAUSE LIVES

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?

## ONLY A PAWN

1. Alice cut corners by sending three investigators on money allotted for two and failing to properly report sick leave. Have you ever cut corners? What was the outcome? Does the end ever justify the means?
2. Royce protected himself from being hurt by staying on the offensive and keeping others at arm's length. How effective was it? Have you, or someone you know, ever used this defense mechanism? What was the outcome?
3. Throughout the book, the characters reveal their own biases and prejudices. What are Alice's biases? Inman's? Jorge's? Royce's? JJ's? Why do you think their biases evolved?
4. Gaye chose not to tell Espy what she should do. When a friend is faced with a life-changing decision, what should our role be? Should we give advice? If so, when? If our friend ignores our advice, how should we handle it?
5. Alice continually failed to reveal her true feelings to Art because she feared rejection. Have you ever been in a situation where you have not spoken for similar reasons? What were the consequences? If you were rejected, how did you handle it?
6. JJ stopped trying to succeed in his job because he thought no one would believe his side of the story. Why do you think he caved in so quickly? Is our tendency to judge a person by his/her past useful or fair? If not, what can we do to ensure this does not happen?
7. If someone like Royce joined your church, social club, or workgroup, how would you react?
8. Inman openly accepted his daughter. However, not everyone reacts in the same way. What would you do if you suddenly found you had a sibling or relative you were unaware of?
9. Have you ever been pressured by a boss to do something you thought was not the right thing to do? If so, how did you handle it?
10. 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?

## RAPTURE BY REVENGE

1. Alice found it difficult to put the past behind her and move forward. Have you ever been in a situation like this? If so, what did you do to turn yourself around?
2. Alice mentors her subordinates by dispensing thoughtful advice. Have you ever had a mentor who changed your life? If so, how did it alter you? Do you—or have you—acted as a mentor to others?
3. Have you ever exacted revenge? If so, were you satisfied with the outcome? If you could do it all over again, how would you proceed?
4. Frequently we develop close friends in a workplace setting. Often, however, we lose track of them. Why do you believe this happens?
5. Stereotyping people based on their political affiliation or religion is easy to do. What harm occurs when we take this route? What action can we take to avoid painting too simplistic a picture of others?
6. Doing the *same old-same old* is comfortable while stepping into the unknown can be fraught with stress. How did Royce's life change because he decided to take a risk? Is there a recent occasion when you took a chance? Was the reward worth it?
7. JJ chose not to depend on others to navigate the changes thrown at him. Do you believe he would have been fulfilled by remaining dependent? Is there ever a time when you should lean on others?
8. About forty percent of job applicants lie on their resumes. Maria Mendoza, the admin assistant, found herself backed into a corner because she could not perform at the level she claimed. How, as a country, should we handle this phenomenon?
8. Inman handled retirement gracefully, but many others do not. Some have difficulty with losing their career identity, the loss of support networks developed at work, and finding activities to fill their days. What is your view on retirement?