

Appendix 3, Statements to read out

Read out the statements one after another, 14 in total. Give the group time to reflect after each statement.

Those who agree or who do not recognise themselves in the statement take one step forward.

Those who disagree stay where they are.

1. I think I have a lot in common with the company management and believe I could become a manager one day.
2. I look forward to the usual after-work drinks that everyone is meant to go to.
3. I never need to ask a colleague to read out what is on the PowerPoint when we are at a course.
4. I have never been praised for how well I speak Swedish.
5. I have never hesitated to hold my partner's hand in public.
6. People at work do not usually call me little lady.
7. No one has asked where I come from really.
8. I took my partner to the staff party without worrying about my colleagues' reactions.
9. I have never needed to correct my colleagues when they make assumptions about my partner's gender.
10. I do not need to contact the conference facility we are going to in advance to check that I can get myself in there.
11. I have never heard people at work joke that "you know what they are like" about a group that I belong to.
12. People at work have never joked about my sexual orientation.
13. I look like most of my colleagues.
14. I never hear jokes about my skin colour or the country I come from.