

Facts:

Malcolm: Grandfather owned a carnival

Maddy: Speaks fluent Spanish and studied abroad in the Dominican Republic

Katie: Started her first job right when she turned 16 and had no idea what to do many times

Story:

Katie nervously begins a job at Malcolm's grandfather's carnival at 16 years old. Luis is hired around the same time as Katie. He was adopted soon after birth from a small town in the Dominican Republic. The carnival managers assume that he speaks Spanish, and this is a large reason why he was hired.

One day at the carnival, a Spanish speaking family wants to order a meal, and Katie has trouble communicating with them. She asks her manager if there is someone who is able to communicate with the family. Her manager tells her to ask Luis. At the request of her manager, she goes to ask Luis. Malcolm hears this, knowing that Luis was adopted and doesn't speak Spanish, he feels embarrassed.

As Katie asks Luis to come speak to the family, Luis is confused until he comes to the realization that due to his appearance, his co-worker has made wrongful assumptions about him.

Malcolm pulls Katie aside and tells her this after she has already asked Luis to come speak to the family. Katie's eyes welled with tears as she did not want Luis to think she was making assumptions about him due to his appearance.

Maddy sees Katie's reaction and is quick to help her know how to apologize to Luis for the assumptions made. Maddy speaks fluent Spanish and jumps in to assist the Spanish speaking family in ordering their food. The managers of the carnival witness this and are very confused.

The managers ask Luis why he, knowing Spanish, didn't jump in to help serve the customers. Luis is offended and realizes that the managers themselves are the ones who made the assumptions that he spoke Spanish.

Frustrated with Luis, the managers call a meeting with him. They bring up the fact that he doesn't speak Spanish, and he is shocked they even thought he did in the first place. "What made you think I spoke Spanish?" Luis asked. The head manager replied, "Well... in your application you wrote that you identified as 'Hispanic'! If you didn't speak Spanish, you should have told us in your interview." Luis, saddened to hear this, felt as though he wouldn't have been hired if they had known the truth about his background. He says, "I was never asked about what languages I spoke. I was asked to circle my ethnicity on the application!" Luis picks up on the fact that his managers are trying to justify their discrimination against him, rather than owning up to it. After this realization, he knows this is not the environment he wants to work in, and he storms out.

The managers are disgruntled and don't care to apologize or chase after him in any way.

The next day the carnival is extremely busy with the Fourth of July weekend. The managers realize they could use some extra hands and start re-evaluating how they treated Luis. These feelings of regret are heightened when they receive an email from Luis' family lawyer. A lawsuit about discrimination at this time is not what they need.

What action should the carnival take to ensure their hiring practices are based solely on ability?