the office

Diversity Day
ACT ONE

1 INT. CONFERENCE ROOM - DAY - DAY ONE

From a distance, we see an ambiguously-complexioned man (MR. BROWN) arranging the tables and chairs into a circle.

Michael enters the room.

MICHAEL
Give you a hand with that?

MR. BROWN
I'm all set, thanks.

MICHAEL
Gotcha.
(a beat)
Yeah, let's make it a circle.

CUT TO:

2 MICHAEL TALKING HEAD:

MICHAEL
We are going to have a diversity seminar today, which I am very happy about. Something I've wanted to do for a long time. It wasn't actually my idea -- it was actually mandated by corporate-- but, you know, I was this close to bringing it up. But it's a great idea. Wish I'd had it.
(a beat)
I mean, I did have it.

CUT TO:

3 INT. DESK AREA - DAY - DAY ONE

Jim is on the phone. Dwight is blacking out lines of a document with a big black marker.

JIM
(into phone)
Yeah, that's the thing. It's very sturdy paper and it says "100% Post-Consumer Content" on the back. What? Uh-huh, wait, what? I'm sorry, Mr. Deckerd, I'm losing -- hello? Hold on. It might be me...

(CONTINUED)
Jim gets up and ADJUSTS THE CORD in the back.

**JIM (CONT'D)**
It's a weak connection, I can hear you if you speak loudly...

Dwight takes his documents and starts feeding them into the noisy shredder next to his desk.

**JIM (CONT'D)**
I'm sorry, what? I'm sorry?

Dwight adds more paper immediately after his first sheet is done.

**JIM (CONT'D)**
Do you have to do that now?

**DWIGHT**
Yes I do. Should have done this weeks ago, actually.

Jim glances to camera.

**JIM**
Hey, hold on, hold on -- Mr. Deck -- hello?

Jim TURNS OFF Dwight's shredder. Dwight reaches over and HANGS UP Jim's phone.

**JIM (CONT'D)**
Thanks, Dwight.

**DWIGHT**
Retaliation. Tit for tit.

**JIM**
(starting to re-dial)
That's... That's not the expression.

**DWIGHT**
Should be.

---

**CUT TO:**

**JIM TALKING HEAD:**

**JIM**
This is my biggest sale of the year. They love me over there, for some reason.

(MORE)
JIM (CONT'D)
Every year, I make one phone call to renew their account, and that's 25% of my commission for the whole year. I celebrate at the end of the day with a mini-bottle of champagne. This time? I'm pushing recycled paper on them, for 1% more. I know. Getting cocky? Flying too close to the sun?

CUT TO:
INT. RECEPTION - DAY - DAY ONE

Pam is focusing intently on her computer. We see the screen: Freecell, the computer solitaire game. Jim walks over.

JIM
(re: screen)
Solitaire?

PAM
Yeah.

JIM
Watch out. Starts out okay. Feels good, takes your mind off things. Then one day someone says, "Hey, if you like Freecell, you'll love Snood."

PAM
What's Snood?

JIM
Forget I said anything.
(re: screen)
Six on the seven.

PAM
I know. I saw that.

JIM
Then why didn't you do it?

PAM
I'm saving that... I like it when the cards go--
(makes a shuffling sound and gestures to the screen)

Dwight comes over.

(Continued)
DWIGHT
Snood?

JIM
Freecell.

DWIGHT
You can't play solitaire with two people. It's a one-person game.

JIM
Well--

DWIGHT
What's your win rate?

PAM
Seventy-six percent. What's yours?

DWIGHT
You're not allowed to play two-player. Start a new game.

CUT TO:

INT. OPEN PLAN OFFICE - SAME TIME - DAY ONE

Michael walks very quickly towards the accountants. Michael reaches Oscar.

MICHAEL
Oscar! Oscar! How was your weekend, man?

OSCAR
Fine.

MICHAEL
(patting Oscar's shoulder)
Hah hah hah! I bet it was! Ha ha!

Michael TURNS AROUND to face Mr. Brown, who has been following him.

MICHAEL (CONT'D)
Oh hi!
(to Mr. Brown)
This is Oscar.

OSCAR
Martinez.

(CONTINUED)
MICHAEL
See? I don't even know. First-name basis.

INT. DESK AREA - DAY - DAY ONE

The PHONE RINGS at Jim's desk. Jim RUNS and PICKS IT UP on the first ring.

JIM
Dunder-Mifflin. Hey! Mr. Deckerd. Hello? Hello? Can you hear me now? Ha ha, yeah, I love those ads too. So you can hear me. Okay. So I just need your...

Jim is now SHOUTING into the phone. To bait Jim, Dwight TURNS ON HIS SHREDDER. Jim is about the turn it off, but Dwight MOVES HIS FINGER INTO POSITION to turn off Jim's phone again. Jim backs away and simply talks away from Dwight.

JIM (CONT'D)
Hi. Yeah. I just need your -- can you email it?
(Dwight starts shredding o.s.)
Okay. Hold on. Say that again-- hello? Yeah I'm here.

MICHAEL
(half-glance to camera)
I think every day should be Diversity Day, personally. But, whatever.

JIM
(into phone)
I'll call you right back.

CUT TO:

INT. CONFERENCE ROOM - DAY - DAY ONE

All employees are SEATED in rows. Mr. Brown finishes COLLECTING AN INDEX CARD from each employee. He then STANDS at the side of the room. Michael STANDS as close to him as possible.

MR. BROWN
(collecting index cards)
Thank you... thank you... Great. Thanks for filling these out.
(MORE)
MR. BROWN (CONT'D)
I promise this will be quick: I'm only here for one hour.

MICHAEL
Yeah. I'd like to see us erase a hundred years of racism in one hour.

MR. BROWN
Does this company have a hundred year history of racism?

MICHAEL
No no no no. The country.

MR. BROWN
Oh, okay. More like two hundred years.

MICHAEL
More like a thousand.

MR. BROWN
I'll try to make this quick. At Diversity 2000, our philosophy is about honesty and positive expectations. We believe that 99% of problems in the workplace arise simply out of ignorance. And the opposite of ignorance is information.

MICHAEL
Now, how do we deal with statistics that show that certain minorities commit more crimes?

MR. BROWN
What statistics are you referring to?

MICHAEL
I'm a man, not an almanac.

MR. BROWN
Information will never--

MICHAEL
This is a color-free zone.
(to Stanley)
Stanley, I don't think of you as another race.

MR. BROWN
I'm glad you said that. We don't have to pretend that we are colorblind.

(MORE)
MR. BROWN (CONT'D)
That's fighting ignorance with more ignorance. And that's a losing battle. Instead, we learn to celebrate diversity.

MICHAEL
I'll start us off. Let's go around and everyone -- everyone -- say a race that you are attracted to, sexually. I'll go last.

DWIGHT
I have two.

MICHAEL
Nice.

We see a reaction shot of KELLY, the Indian-American girl in the office, probably hoping this topic is interrupted.

MR. BROWN
That's actually not how I'd prefer to start. Michael, I would like your permission to run this session. Can I have your permission?

Michael realizes he's been outfoxed a little and gives his grudging permission with a little wave.

MR. BROWN (CONT'D)
It would also help me if you were seated.

Michael sits down, in the closest chair to Mr. Brown.

MR. BROWN (CONT'D)
Thank you. Now you all handed me an index card at the start of this session and wrote down something that you might have found offensive in the workplace. We're going to choose one and act it out in two ways --

DWIGHT
One other ground rule? Real quick?

MICHAEL
You run it by me, and I'll run it by him.

DWIGHT
(to Michael)
Let's steer away from gay people.
(MORE)
Dwight (cont'd)

Sorry, it's an orientation, not a race. Also, a lot of other races are intolerant of gays, so... paradox.

Michael gives a look to Mr. Brown -- "Sounds fair to me, what do you think?"

Mr. Brown
We only have an hour.

Dwight
Good. Save time.

Jim checks his watch. He looks out wistfully at his desk.

Dwight looks out at his desk too.

Dwight talking head

Dwight
I'm a salesman. And I don't think we should be doing this during prime sales hours. If you can prove to me that diversity will help my sales? I'll go elephant riding with James Earl Jones. I really will! But not on spec.

Int. Conference Room - Day - Day One

A little time has passed.

Michael
Please. Let's all defer to Mister...
I'm sorry, you're...?

Mr. Brown
Mister Brown.

Michael
Ah ha ha -- nice. First test. I'm not gonna call you that.

Mr. Brown
Well, it's my name, it's not a test. So: looking through these cards, it seems that pretty much everyone wrote down the same incident. And this is the exact incident I was called in to respond to. Is everyone familiar with the "Chris Rock routine"?
Close-up on Michael, looking a bit alarmed, but attempting to keep his composure as it dawns on him that he is the reason the consultant was brought in.

CUT TO:

MICHAIL TALKING HEAD:

MICHAEL
I just don't think it makes any sense that Chris Rock can do a routine that everybody finds hilarious, and ground-breaking, and I can do the exact same routine, with the exact same sense of comic timing, and people file a complaint to corporate. Is it because Chris is black and I'm white? (a purposeful beat)
I'm just saying we could all benefit from some diversity training.

CUT TO:

INT. CONFERENCE ROOM - DAY - DAY ONE

MR. BROWN
So we're going to re-enact this with a more positive outcome.

MICHAEL
I'll play the Chris Rock guy.

General murmurs of disapproval from the employees.

MICHAEL (CONT'D)
Oh, I'd like to see someone else pull this off.

MR. BROWN
Let's have someone who wasn't involved do the re-enactment.

MICHAEL
Fine. I'll play "guy listening."

MR. BROWN
Anyone else remember?

KEVIN
I remember.

KEVIN walks to the front of the room.

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Continued:

MR. BROWN
Great.

MICHAEL
Um, I don't... no offense. I don't really see him playing... You know, the temp might actually be more of the same body type as me. Ryan, you want to play me?

PAM
Ryan wasn't there.

MICHAEL
Yeah, but... I don't know, I think he could pull it off.

MR. BROWN
(re: Kevin)
He'll be fine. Now, you're the Chris Rock Guy, and you are the guy reacting.

KEVIN
In character?

MR. BROWN
Yeah.

KEVIN
Hey everybody, gather round.
Basically there are two types of black people, and --

MICHAEL
Oooh, a comedy routine! Just the break I need.

MR. BROWN
Please.

KEVIN
And black people are actually more racist because they hate the... other type of black people. He loves the one type of black people, but he hates the other type. I mean me. I do. Every time the one type wants to have a good time --

MICHAEL
(throwing up his hands)
No, okay?
(MORE)
MICHAEL (CONT'D)
I'm sorry, he's butchering He's
ruining it! Please, let me just...
(full Chris Rock voice)
Every time, every time black people
want to have a good time, ig'nant-
[bleep] [bleep] [bleep] it up.

MR. BROWN
Okay.

MICHAEL
[bleep] always want some credit for
some [bleep] they supposed to do. "I
take care a my kids--"

MR. BROWN
Stop. Stop.

MICHAEL
(quieter)
What chu want? A cookie?

CUT TO:

MICHAEL TALKING HEAD:

MICHAEL
Kevin's a great guy. Great
accountant. Not much of an
entertainer. You really have to hear
me do it or Chris do it.

CUT TO:

INT. CONFERENCE ROOM - LATER - DAY ONE

MR. BROWN
We're going to come back to this
incident.

Mr. Brown walks over to an easel board that he has brought.

MR. BROWN (CONT'D)
Before we repeat this with a more
positive outcome, we're going to go
over some words that can give you
some perspective on your everyday
interactions. We try to make this
easy to remember.

JIM
(to Michael)
Can I make a really quick phone call?

(CONTINUED)
MICHAEL
(half to the camera)
This is really important to me, Jim. You know how important diversity is to me. That's why I put this whole thing in motion.

JIM
'K. Just checking.

MR. BROWN
This is a simple acronym.
(revealing it on the easel)
'HERO.' At Diversity 2000, we believe it's very easy for you to be a hero. All you need is: Honesty. Empathy. Respect. And Open-mindedness.

A number of people write this down. Michael scribbles most furiously of all.

DWIGHT
I'm sorry. That's not all it takes to be a hero.

MR. BROWN
Great. What is a hero to you?

DWIGHT
A hero kills people. People that wish him harm.

MR. BROWN
Okay--

DWIGHT
A hero is part human and part supernatural. A hero is born out of a childhood trauma or a disaster that must be avenged.

MR. BROWN
You're talking about superheroes.

DWIGHT
We all have a hero in our heart.

A brief shot of Jim staring off towards his desk.
MR. BROWN
That I do agree with, but let's focus on --

CUT TO:

15 INT. OPEN PLAN OFFICE - DAY - DAY ONE

The phone on Jim's desk is RINGING. Jim notices it from the meeting and suffers in silence. After three rings, the phone stops. A moment later, the red message light goes on. RACK FOCUS to Jim's disappointed face.

CUT TO:

16 INT. CONFERENCE ROOM - DAY - DAY ONE

Some time has passed.

MICHAEL
(interrupting something)
Okay, see, I think --

MR. BROWN
Yes?

MICHAEL
I think 'HERO' is... it's cute, but it's... it's empty. It's easy. Dwight, can you put up some terms on the board that I thought of? Please?

Dwight takes the Sharpie from Mr. Brown. Mr. Brown gets out of the way.

MICHAEL (CONT'D)

MR. BROWN
Very nice.

PAM
That spells "incest."

MR. BROWN
That is not appropriate.
MICHAEL
It's not ideal, but... how about being grateful that I made anything at all?

MR. BROWN
It makes no sense, and it is not helpful as a memory aid.

MICHAEL
Oh, I'll give you a number of reasons it is. First: incest is bad, racism is bad. No brainer. Two: incest -- we're all related, we're all brothers and sisters, so... racial message? Three, and this is a fact: the states where they have a lot of racism are the states where they have a lot of incest. Finally--

MR. BROWN
Okay, Michael--

MICHAEL
Wait, final one, final one, this one's important. The more we encourage interracial dating as a society, the further away we get from incest. Literally.

A long pause.

MR. BROWN
Does anyone else have anything at all? Anyone besides Michael.

MICHAEL
Huh. No one.

RYAN
I have something.

MR. BROWN
Please.

RYAN
(upbeat)
Well, I grew up here. But I went to college at Penn State. And my roommate was Hispanic. And --
MICHAEL
(to Mr. Brown)
I'm sorry -- Sorry, this guy is a temp. Should have told you that.

MR. BROWN
That's fine. An outsider's perspective might be helpful.

MICHAEL
Yeah, seriously though, he's not a full member of staff. Ryan? You want to step outside?

RYAN
What do you want me to do?

MICHAEL
I don't know. Why don't you head down to the parking lot.
(as an afterthought)
Make sure no one's in the handicapped spaces.

Ryan walks out.

Michael seizes the moment to take over the power vacuum. He strides right back the easel and points to his own "Incest" acronym.

MICHAEL (CONT'D)
"New attitudes." Veddy interesting. What does this mean?

MR. BROWN
We're actually out of time.

DWIGHT
I thought we were going to do the Chris Rock thing again.

MR. BROWN
So did I. I would highly recommend signing on with Diversity 2000 for a continuing program.

MICHAEL
(to the camera, with a smirk)
Yeah, likely.
MR. BROWN
Before you leave, I'm going to pass
out these forms that express the
joint experiences you had with us
today. We ask that you look them
over and sign them as a sort of group
pledge.

Everyone starts signing them and filing out of the room as
quickly as possible.

MICHAEL
I'm not sure I can sign this.

MR. BROWN
I can't leave until you do.

MICHAEL
I'm stating here that I learned
something. But I knew all this
before. I'll sign something that says
I taught something.
(throwing Mr. Brown a bone)
Even that I helped you teach
something. It's no problem to reword
that. Pam!

Mr. Brown leans in to Michael.

MR. BROWN
Can I talk to you, candidly?

INT. OPEN PLAN OFFICE - DAY - DAY ONE

PAM
This is WAY better.

JIM
Now if you hit that blue one there,
all the ones attached to it are going
to fall too.

She does this. We hear an explosion and Pam bursts with
excitement.

PAM
Oh my God!

JIM
You like that?

PAM
Yeah, I like that.

(continued)
JIM
Be careful. This could seriously cut into your IM chat time. This could be the death of receptionitis.

PAM
Rest in peace.

JIM
I'll miss her. She's a lot more flirtatious than Pam Beesley.

PAM
I know, right? IM does that.

INT. MICHAEL'S OFFICE - DAY - DAY ONE

MR. BROWN
We both know that I'm here because of the comments you made.

MICHAEL
The comments Chris Rock made. Yes. That I brought to the workplace. He said them to stir people up, get people talking. And here we are.
(beat)
See, we have a very advanced office, in terms of racial attitudes. More than you're probably used to.

MR. BROWN
I need your signature.

MICHAEL
(off-balance; trying to laugh it off)
Hey, you already told me that, okay?

MR. BROWN
Yours is the only signature I need. Those were my instructions from your corporate offices. To put you through this seminar and have you sign this pledge. The only reason I made copies of the pledge for everyone was so that you wouldn't be embarrassed.

Michael, now totally embarrassed -- and, even more so, exasperated at Mr. Brown's lack of awareness of the cameras -- gestures to the cameras, in frustration.

(continued)
MICHAEL
Well.
(signing the form under duress)
And here I am, thinking the whole
time that you actually --

MR. BROWN
And here.

MICHAEL
(the wind out of him)
...actually cared about diversity
training.

Mr. Brown rips off the white copy, handing Michael the
yellow. Mr. Brown stuffs the form into his briefcase and
exits.

ZOOM IN ON Michael, pretending to read a random piece of
paper on the table. He gives a half-glance to the camera to
see if it's still on him; it is. He resumes fake-reading.

INT. RECEPTION - DAY - DAY ONE

Jim and Pam, still talking. Pam's still playing the
computer game.

JIM
...I know. It's just such a
flirtatious medium or something. I
can't IM with my Mom. She sent me an
IM and I couldn't chat with her for
more than five seconds, I just felt
like I was gonna wind up hitting on
her or something.

PAM
I know! Right? It's awesome.

JIM
It's awesome.
(after a beat)
Don't, uh, don't get too hooked on
Snood. I don't think my Buddy List
could take a hit like that.

Pam smiles and keeps playing.

CUT TO:

MICHAEL TALKING HEAD:

Michael is reading his contract for the camera, mocking it.
MICHAEL
"I acknowledge that I have offended one or more of my co-workers. I take responsibility for my actions and I regret my actions. In the future, I pledge to bring my best spirit of Honesty, Empathy, Respect, and Open-mindedness" -- is "Openmindedness" even a word? -- "into the workplace as well as my personal life." Personal life? Whoa, tiger. "In this way, I know I can truly be a 'Hero.' Signed..."In this way, I know I can truly be a 'Hero.' Signed..."

Here Michael holds up his yellow carbon-copy duplicate contract to the camera.

MICHAEL (CONT'D)
"Daffy Duck."

Michael basks for a moment in his wit and triumph.

CUT TO:

INT. OPEN PLAN OFFICE - DAY - DAY ONE

Jim is on the phone.

JIM
Okay, can you please have him call me when he gets back from lunch?

ANGLE ON:

Pam settles back happily at her computer.

ANGLE ON:

Dwight happily plays with his bobbleheads.

ANGLE ON:

Michael emerges from his office holding his pledge.

MICHAEL
(proclaiming)
"I pledge to bring my best spirit of Honesty, Empathy, Respect, and Open-mindedness into the workplace."

(Continued)
Very dramatically, Michael TEARS THE PLEDGE IN HALF. Everyone stares at him. Michael backtracks.

Michael picks up half of the pledge from the floor and reads:

MICHAEL (CONT'D)
I mean, "I regret my actions" -- whatever happened to "no regrets?"

KEVIN
That's not what my pledge said.

MICHAEL
Yeah, and what's with some of us getting different pledges? That's an insult to all of us.

Michael composes himself.

MICHAEL (CONT'D)
Look, this guy, Mr. Brown... He got us halfway there. He got us talking. Well, no, I got us talking. He got us nothing. He just insulted us, taught us nothing, and then abandoned us. You call that diversity education?

PAM
He offered to come back.

MICHAEL
Yeah. No thank you. That was... embarrassing, for everyone. What's the point of riling everybody up, and then leaving before you even get to any breakthroughs or anything? There were no tears, no hugs... That was all head. Where is the heart?

Employees are already starting to turn back to their computers and phones.

MICHAEL (CONT'D)
Get as much as you can now, because after lunch? We're gonna...

(MORE)
MICHAEL (CONT'D)
we're gonna to go all the way. We're
gonna stop being polite and start
being real. By the end of the day?
I'm gonna have you in tears.

We see Pam smile as the solitaire "pfffft" sound from her
computer breaks this dramatic silence.

END OF ACT ONE
ACT TWO

23 INT. DESK AREA -- END OF LUNCHTIME -- DAY ONE

Jim has a BUSY SIGNAL on his speakerphone. He HANGS UP and CALLS AGAIN. Another BUSY SIGNAL. He REPEATS: we get the sense he's been doing this for a while.

Next to him, Dwight is on hold and READING THE NEWSPAPER. Suddenly he perks up and punches his speakerphone. We hear a Muzak version of a rock song coming out of the speakerphone. Dwight TURNS UP THE VOLUME.

DWIGHT
Oh, no way. How great is this.

JIM
Could you actually turn it down?

DWIGHT
Are you kidding? This is my favorite song.

JIM
I know. You have it on CD.

DWIGHT
I have it on mp3. But on hold music? You never hear anything good on hold.

Dwight's enthusiasm makes Jim SMILE.

JIM
Is this your birthday?

DWIGHT
I know!

Jim HANGS UP his phone and ENJOYS THE SONG with Dwight. Dwight rocks out.

23 ANGLE ON: MICHAEL'S OFFICE

Michael emerges from his office.

MICHAEL
Everybody nice and pretty?

Michael happily gestures for everyone to get back in the conference room.

CUT TO:
INT. CONFERENCE ROOM — DAY — DAY ONE

People are shuffling in, starting to sit down in chairs.

MICHAEL
Great, great. Welcome back, to
Diversity 3000. Sit down. Everyone,
actually, let’s do this informal.
Everyone just get comfy on the floor.
We’ll sit in a circle, because
everyone is equal in a circle. I’ll
be in the center.

TOBY
You’re not gonna tell us to sit
Indian style, are you?

A number of people LAUGH at Toby’s joke.

MICHAEL
Get out.

Toby, and everyone else, is stunned into silence.

MICHAEL (CONT’D)
This isn’t a joke. And if it were a
joke, it wouldn’t be that one.
Offensive and lame, so double
offensive. I’m serious. That’s...
This is gonna be a welcoming
environment, okay? Out.

Amidst painful silence, Toby exits. Michael feels much
better.

MICHAEL (CONT’D)
All right. Just... chairs are fine.
Just have a seat.

Now everyone is seated in a semi-circle, facing Michael. We
see that on the wall behind Michael is a computer-printed
banner: “DIVERSITY DAY -- TAKE 2!!”

Michael stands next to a TELEVISION AND VCR ON A CART.

MICHAEL (CONT’D)
Thank you all for coming. Diversity
is the cornerstone of progress, as
I’ve always said. But don’t take my
word for it! Let’s take a look at the
tape.

Michael presses PLAY. The tape plays.

(CONTINUED)
ANGLE ON: THE VIDEO TAPE

On screen is Michael, in the same clothes, facing the camera. Clearly he filmed this in the past hour. He approaches the camera and casually smiles.

MICHAEL (ON VIDEO) (CONT'D)
Hi. I'm Michael Scott. I'm in charge of Dunder-Mifflin Paper Products here in Scranton, PA. I'm here to talk tough about racism. Abraham Lincoln once said, "If you act like a racist, I will attack you, with the north." That's the same philosophy I carry with me in the workplace."

After a few more beats of Michael standing there with a confident smile, THE TAPE CUTS OFF. Michael, satisfied, turns off the TV.

MICHAEL (CONT'D)
Comments? Feedback?

JIM
That's it?

MICHAEL
I only had an hour to do it. Who knows, maybe I'll add on to it, get the tape to some of the other branches.

(getting excited)
Man... What if Mr. Brown is called in to one of the other branches, and they give him this tape to play, he puts it in, sees me... Can you imagine the look on his face?

Michael, giddy about this fantasy, is lost in his own world. We see from reaction shots of the employees that they do not share this fantasy.

KEVIN
It was kind of hard to hear.

MICHAEL
Huh? Oh. Some of that might be the camera work...

Michael shoots a judgmental glance at Dwight: they've had this conversation before.

KELLY, an Indian girl in the office, gets up to leave.

(CONTINUED)
KELLY
I have a customer meeting.

MICHAEL
(very disappointed)
You? Without you there's only two -
(catches himself; does a complete 180)
Absolutely! Enjoy! Namaste!

Kelly exits.

Michael turns a chair around and straddles it very deliberately in an OVERLY CASUAL POSE.

MICHAEL (CONT'D)
Okay. I'm leading this, so you should know who I am. I am Irish, English, German, and Scottish -- a virtual United Nations. I am also... and this may come as a surprise to you... part Native American.

DWIGHT
What tribe?

MICHAEL
Not any one tribe specifically. Just roamed the land.

OSCAR
Everyone's in a tribe.

MICHAEL
Not... Not true.

OSCAR
What part Native American?

MICHAEL
Two-fifteenths, I believe.

OSCAR
That fraction doesn't make any sense.

MICHAEL
Look, this is kind of hard for me to talk about, okay? Lot of tragedy. Now, what does this mean? Well, for one, I've noticed that my dreams are in vivid color, whereas I think something like 95% of people dream in black and white.

(MORE)
MICHAEL (CONT'D)
Also, I can feel a spiritual
attachment to The Land that other
people probably can't feel. Other
than that?
(a shrug)
Oscar, you want to go next?

OSCAR
Both my parents were born in Mexico.

MICHAEL
What part?

OSCAR
Mexico City. They moved to the United
States the year before I was born.

MICHAEL
Great story. American dream. Now, is
there another term you like to use, besides "Mexican?" Something less
offensive?

OSCAR
Mexican isn't offensive.

MICHAEL
It has certain... connotations.

OSCAR
Like what?

MICHAEL
(trapped)
Like... I don't know.

OSCAR
(getting a little heated)
What are the "connotations," Michael.

MICHAEL
Okay, remember. Honesty, Empathy,
Respect...

Jim SEES his phone LIGHT UP. He BOLTS up out of his chair
and RUNS into the main desk area.

MICHAEL (CONT'D)

Jim?
INT. DESK AREA - DAY - DAY ONE

Jim runs over and picks up the phone. He just missed the call. He slams it back down in frustration.

Jim looks around for Ryan. He finds Ryan sitting on the visitors' couch by reception, watching him.

JIM
You can't get those?

RYAN
Nobody told me to answer phones. I would have loved to answer phones!

CUT TO:

INT. CONFERENCE ROOM - DAY - DAY ONE

Michael is passing around a basket full of index cards.

MICHAEL
Okay. Things have been a little slow to catch fire, I'm not blaming anyone, it's just time to push to a breakthrough. Now everyone take one card -- don't look at it -- and tape it to your forehead. You're going to treat people like the race on their forehead. Sounds fun, huh? Well, watch out -- you just might learn something.

Kevin draws "ITALIAN" and puts it on his forehead. Angela draws "JAMAICAN." Pam draws "JEWISH." Stanley, unfortunately, draws "BLACK." Michael places a card on his own head: "MARTIN LUTHER KING, JR."

MICHAEL (CONT'D)
I have a dream that you will really let the sparks fly! Get'r done!

MICHAEL TALKING HEAD:

MICHAEL
(wearing the "Martin Luther King" index card)
Why? Because Martin Luther King is a hero of mine, that's why. On purpose, I chose to be a black man. And not just any black man...

(allowing a smile)

(MORE)
MICHAEL (CONT'D)
Chris Rock actually has a great bit
about how the streets named after
Martin Luther King tend to be the
most violent...
(catching himself)
I'm not gonna do it, but...

INT. CONFERENCE ROOM - DAY - DAY ONE

Michael pushes Pam ("JEWISH") and Stanley ("BLACK")
together.

MICHAEL
Oh, this oughta be good. Let the
sparks fly!

Pam and Stanley begin a forced conversation.

PAM
Um, hi. How are you?

STANLEY
Fine. How are you.

PAM
Great. Um...

STANLEY
I admire your culture's success in
America.

PAM
Thank you.

MICHAEL
(making Olympic sounds)
Olympics of suffering! Slavery vs.
Holocaust.

PAM
Both were horrible.

STANLEY
I agree.

MICHAEL
Blacks and Jews: what happened?

STANLEY
Nothing happened.

Michael rolls his eyes at how lame they're being.
INT. CONFERENCE ROOM - DAY - DAY ONE

Jim re-enters the room and sees everyone with the index cards.

JIM
What is going on here?

PAM
We have to treat people like the race on our forehead and then guess what race we are.

JIM
Ah.

Dwight ("ASIAN") approaches Pam ("JEWISH"). Michael observes intently.

DWIGHT
Shalom. I'd like to apply for a loan.

PAM
Hmmm. Let me think about this one.

DWIGHT
Your turn. Give me a hint. Stereotypes.

PAM
Okay... I like your food.

DWIGHT
(Australian accent)
Hello, mate! I'm an Aussie! Look out for the crocodile.

PAM
No.

MICHAEL
"I like your food?" Come on, Pam! We're looking for a breakthrough here. Push it! Push some buttons!

PAM
(like pulling teeth)
Okay. If I have to do this? Based on stereotypes that are totally untrue, that I don not agree with, you would maybe not be a good driver.

(CONTINUED)
Michael nods vigorously in approval.

DWIGHT
(upset)
Oh, man. Am I a woman?!

JIM
Yes, Dwight. And this is undignified for you to have to... Here.

Jim, who has been scribbling a new card, rips off Dwight’s card and replaces it with his new one.

DWIGHT
Thank you.

Pam giggles at the new card. Dwight turns around to search for clues.

CUT TO:

MICHAIL TALKING HEAD:

MICHAEL
You’ll notice I didn’t have anyone be an Arab. I considered it, but honestly, I thought it would have been a little explosive. No pun intended. Too soon for Arabs. Maybe next year. Although, you know, ball’s in their court.

CUT TO:

INT. OPEN PLAN OFFICE - DAY - DAY ONE

Jim WALKS BACK TO HIS DESK and presses his VOICEMAIL button. No new messages.

Ryan, headphones now around his neck, notices Jim from his spot at reception.

RYAN
You keep checking your voice mail.

JIM
Yeah, I got a big sale I’m supposed to close today.

Jim LOOKS THROUGH THE WINDOW at the diversity seminar. He opts to wanders over to Ryan, happy to kill some time.

(CONTINUED)
JIM (CONT’D)
What are you listening to?

RYAN
(pointing to the computer
screen)
Chappelle’s Show.

Ryan points to the screen.

RYAN (CONT’D)
I hope she doesn’t mind. I just
figured if I cleaned up her hard
drive --

JIM
No, it’s great. I’m trying to get
her into stuff like this. She’s,
like, barely on Freecell. It’s like
she’s stuck in 2002.

RYAN
She’s cute though.

JIM
Engaged.

RYAN
Yeah, that’s what she told you.

JIM
(taking it seriously)
No, she is. He works in the
warehouse, his name’s--

RYAN
I know. I was kidding.

Ryan hands Jim the headphones. Jim puts them on. He smiles.

JIM
Oh, I like this episode.

Ryan walks off, leaving Jim at the computer. Jim’s phone
starts RINGING on his desk. Jim can’t hear it.

CUT TO:

INT. CONFERENCE ROOM - DAY - DAY ONE

Pam, amused, talks to Dwight. We can’t see Dwight’s
forehead.
DWIGHT
Come on. Okay. I know I'm something really foreign. People are treating me with a lot of prejudice. Am I one of those tribes in Africa? The piggies or whatever?

PAM
No.

DWIGHT
I'm human, right?

Pam shrugs, not giving anything away. The cameraman walks around Dwight to reveal his index card reads simply "Dwight."

CUT TO:

DWIGHT TALKING HEAD:
Dwight still wears the card that says "Dwight."

DWIGHT
I could be... French?

CUT TO:

INT. CONFERENCE ROOM - DAY - DAY ONE
Jim walks back in.

Angela whispers something into Dwight's ear. Dwight grows angry. He rips off the card.

DWIGHT
What?
(reading card)
Oh, dammit. Jim! Dammit.

Dwight storms out, pouting, and returns to his desk. Jim and Pam watch him go. Michael hurries over.

MICHAEL
Breakthrough radar! What happened?

PAM
It wasn't about race.
MICHAEL
(disappointed)
Okay. Let's stay on point.

ANGLE ON:

Angela ("Jamaican") and Kevin ("Italian") are talking.

KEVIN
Hey.

ANGELA
Hey.

KEVIN
You wanna go to the beach?

ANGELA
Sure.

KEVIN
You wanna get high?

ANGELA
No.

KEVIN
I think you do.

ANGELA
Stop it.

MICHAEL
See, this is good, but it's not enough. Okay. You gotta... let me show you.

Michael spots Kelly, who has returned to the meeting but is still not wearing a card. He approaches her eagerly.

MICHAEL (CONT'D)
(broad Indian accent)
Kelly! Kelly! How are you?

KELLY
(not noticing)
Oh, I just got off the phone for half an hour. What a nightmare. This guy didn't want to confirm an ord --

MICHAEL
(very broad Indian accent)
Very good, very good.
(MORE)
MICHAEL (CONT'D)
I need to talk to you. Welcome to my convenience store. How are you?
Have some googie-googie it's delicious! Only ninety-nine cents!
Plus tax! Try my googie-googie!
Try my googie-googie! Try my googie-googie! Try my googie-goo--

SMACK! Kelly SLAPS MICHAEL ACROSS THE FACE, surprising everyone, including herself.

A long awkward silence. No one wants to look at each other.
It's horrible embarrassing. Kelly walks out.

MICHAEL (CONT'D)
Okay! Yes! That's what I'm talking about. Great. Now we're getting somewhere. She gets it! Man, this is what I thrive on. Don Rickles on acid. Yeah.

JIM
Why did she slap Martin Luther King?

MICHAEL
(nursing his wound)
What's that?

PAM
What card was she?

JIM
I think she wasn't wearing a card.

Michael ignores the awkward moment. Jim, sensing an opportunity for escape, heads out the door again.

INT. OPEN PLAN OFFICE - DAY - DAY ONE

Jim walks over to his desk. Perfect timing: the PHONE RINGS, surprising him.

JIM
This is Jim. Mr. Deckerd! I was just going to try you again. I've been in this meeting... So we didn't lose your account, did we? Excellent! Let me get your... yeah. You already...? No, we didn't close last time, I just need to get your... Oh.
(spirits falling)
What sales code did you get? Okay. Yeah. That's another salesman here. (MORE)

(CONTINUED)
JIM (CONT'D)
We can re-do that if you want, I can
give you a dis... Right. Wow, that's
more than usual... 'cause you didn't
go with the recycled. Of course.
Well, thanks for choosing Dunder-
Mifflin. I'll talk to you next year?
Take care.

Jim HANGS up.

He gives one frustrated KICK to the wall next to his desk.

He takes a mini-bottle of champagne out from a drawer under
his desk. He places it on Dwight's desk.

He slowly heads back into the conference room.

CUT TO:

INT. CONFERENCE ROOM - DAY - DAY ONE

Everyone is sitting down. Michael is again addressing the
group from the backwards-chair position.

Jim enters.

JIM
Excuse me.

Jim slips into an empty seat next to Pam.

MICHAEL
I'll start again.

Several GROANS.

MICHAEL (CONT'D)
What did we learn today?

Silence.

MICHAEL (CONT'D)
Still nothing. Okay. Well, we
certainly learned more than we did
from Diversity 2000. Right?

Pan people's faces: "What a fucking waste of time." Dwight,
by contrast, has a half-smile on his face...

DWIGHT TALKING HEAD:

DWIGHT
Halle Berry? In "Swordfish"?

(CONTINUED)
Dwight makes a sound of delight and approval.

INT. CONFERENCE ROOM - DAY - DAY ONE

Still a downtrodden scene.

MICHAEL
I should have brought food.

KEVIN
(in Italian accent)
Maybe some pizza or some pasta.

Michael subtly gestures to Kevin that he can take off his index card now.

MICHAEL
I just hated when that guy was in here, you know? Mr. Brown, if that is his real name. I mean, he had never met us before, and here he was telling us how to do our thing. And we're like a family, you know? That's kind of what I was getting at with the whole incest thing. In a way, I just wanted to do it on our own. Our way. I want you guys to know I'm really proud of all of you.

ANGLE ON:

Jim, next to Pam, reacting stoically, as Michael continues to talk.

The camera starts to MOVE OFF JIM -- but just as it does, Pam FALLS ASLEEP on Jim's shoulder. The camera SWINGS BACK to remain on Jim's face. He now looks very alive, like a current is running through him. The camera stays on him for a few seconds before returning to Michael.

MICHAEL (CONT'D)
Man, I should have brought in food. That really would have shown him up. Whatever. Some burritos, some colored greens. Pad thai! I love pad thai.

STANLEY
It's collard greens.

MICHAEL
Buh?

(CONTINUED)
STANLEY
Collard.

MICHAEL
Is that what they're calling them now?

Stanley sighs.

MICHAEL (CONT'D)
Look, I don't know if food would have helped that much anyway... We did our best for who we are. That's the point. I think we got a lot accomplished today!

Michael checks his watch and considers it.

MICHAEL (CONT'D)
Well, it's past 5, so... See you tomorrow. Hasta la vista, Oscar.

Everyone starts to file out. (In the b.g.: as they pass Michael, he shakes their hands. He grabs Stanley and pulls him into a brotha hug. Stanley is rigid with distaste.)

Jim stays completely still, not wanting to wake Pam. He's squeezing every second out of this, like it's a butterfly that landed on his finger.

Finally, he and Pam are the only ones left in the conference room.

Very gently, Jim taps Pam on the shoulder. She wakes up.

PAM
Ruh?

JIM
Hey. We can go now.

PAM
Oh. Thanks.

She takes her time getting up, leaning on Jim as she does. Jim remains electrified.

CUT TO:
JIM TALKING HEAD:

JIM
Not a bad day.
(smiles)

END OF SHOW

FADE OUT.