

# the office

Diversity Day

ACT ONE

FADE IN:

1 INT. CONFERENCE ROOM - DAY - DAY ONE

1

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:

2

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

3

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)

The Office  
Shooting Draft  
CONTINUED:

"Diversity Day" [R1152]  
9/14/04

2  
3

3

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:

4

JIM TALKING HEAD:

4

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

(MORE)

(CONTINUED)

The Office  
Shooting Draft  
CONTINUED:

"Diversity Day" [R1152]  
9/14/04

3  
4

4

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:

5

INT. RECEPTION - DAY - DAY ONE

5

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)

The Office  
Shooting Draft  
5 CONTINUED:

"Diversity Day" [R1152]  
9/14/04

4  
5

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:

6 INT. OPEN PLAN OFFICE - SAME TIME - DAY ONE

6

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)

The Office "Diversity Day" [R1152] 5  
Shooting Draft 9/14/04  
6 CONTINUED: 6

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

7 INT. DESK AREA - DAY - DAY ONE 7

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 agai--  
hello? Yeah I'm here.

MICHAEL  
Jim? Can you wrap it up? Diversity  
Day.  
(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:

8 INT. CONFERENCE ROOM - DAY - DAY ONE 8

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)

(CONTINUED)

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)

(CONTINUED)

8

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)

(CONTINUED)

The Office "Diversity Day" [R1152]  
Shooting Draft 9/14/04

8

8 CONTINUED: (3)

8

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.

9 DWIGHT TALKING HEAD

9

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.

10 INT. CONFERENCE ROOM - DAY - DAY ONE

10

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"?

(CONTINUED)

The Office "Diversity Day" [R1152] 9  
Shooting Draft 9/14/04  
10 CONTINUED: 10

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:

11 MICHAEL TALKING HEAD: 11

MICHAEL

I just don't think it makes any sense that Chris Rock can do a routine that everybody finds hilarious, and groundbreaking, 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:

12 INT. CONFERENCE ROOM - DAY - DAY ONE 12

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.

(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)

(CONTINUED)

12

CONTINUED: (2)

12

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:

13

MICHAEL TALKING HEAD:

13

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:

14

INT. CONFERENCE ROOM - LATER - DAY ONE

14

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.

The Office  
Shooting Draft

"Diversity Day" [R1152]  
9/14/04

13

14 CONTINUED: (2)

14

MR. BROWN

That I do agree with, but let's focus  
on --

CUT TO:

15 INT. OPEN PLAN OFFICE - DAY - DAY ONE

15

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

16

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)

Excuse him. Okay. "Inclusion." "New  
attitudes." "Colorblind."  
"Expectations." "Sharing." And  
"Tolerance."

MR. BROWN

Very nice.

PAM

That spells "incest."

MR. BROWN

That is not appropriate.

(CONTINUED)

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?

17 INT. OPEN PLAN OFFICE - DAY - DAY ONE

17

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.

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)

The Office  
Shooting Draft  
18 CONTINUED:

"Diversity Day" [R1152]  
9/14/04

18  
18

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.

19 INT. RECEPTION - DAY - DAY ONE

19

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:

20 MICHAEL TALKING HEAD:

20

Michael is reading his contract for the camera, mocking it.

(CONTINUED)

20

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 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:

21 INT. OPEN PLAN OFFICE - DAY - DAY ONE

21

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 (CONT'D)

Look, uh, I mean... I guess I believe  
in the part I just read, but just,  
come on. A pledge? What are we, the  
Girl Scouts? It's just mumbo jumbo...

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)

(CONTINUED)

The Office  
Shooting Draft

"Diversity Day" [R1152]  
9/14/04

21

21

CONTINUED: (2)

21

MICHAEL (CONT'D)

we're gonna to go all the way. We're  
gonna stop being pclite 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

23

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 speaker phone. 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

23

Michael emerges from his office.

MICHAEL

Everybody nice and pretty?

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

CUT TO:

24 INT. CONFERENCE ROOM - DAY - DAY ONE

24

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)

The Office  
Shooting Draft  
CONTINUED:

"Diversity Day" [R1152]  
9/14/04

24  
24

24

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)

(CONTINUED)

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?

ANGLE ON:

The Office "Diversity Day" [R1152] 27  
Shooting Draft 9/14/04

25 INT. DESK AREA - DAY - DAY ONE 25

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:

26 INT. CONFERENCE ROOM - DAY - DAY ONE 26

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!

27 MICHAEL TALKING HEAD: 27

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)

(CONTINUED)

The Office "Diversity Day" [R1152] 28  
Shooting Draft 9/14/04

27 CONTINUED:

27

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...

28 INT. CONFERENCE ROOM - DAY - DAY ONE

28

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.

The Office  
Shooting Draft

"Diversity Day" [R1152]  
9/14/04

29

29 INT. CONFERENCE ROOM - DAY - DAY ONE

29

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't agree with, you would maybe not be a good driver.

(CONTINUED)

The Office "Diversity Day" [R1152]  
Shooting Draft 9/14/04  
CONTINUED:

30  
29

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:

30 MICHAEL TALKING HEAD:

30

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:

31 INT. OPEN PLAN OFFICE - DAY - DAY ONE

31

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)

31

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:

32

INT. CONFERENCE ROOM - DAY - DAY ONE

32

Pam, amused, talks to Dwight. We can't see Dwight's  
forehead.

(CONTINUED)

The Office  
Shooting Draft  
32 CONTINUED:

"Diversity Day" [R1152]  
9/14/04

32  
32

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:

33 DWIGHT TALKING HEAD:

33

Dwight still wears the card that says "Dwight."

DWIGHT

I could be... French?

CUT TO:

34 INT. CONFERENCE ROOM - DAY - DAY ONE

34

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.

(CONTINUED)

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)

(CONTINUED)

34 CONTINUED: (2)

34

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-googie! Try my googie-googie! Try my googie-googie!

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.

35 INT. OPEN PLAN OFFICE - DAY - DAY ONE

35

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)

35

CONTINUED:

35

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:

36

INT. CONFERENCE ROOM - DAY - DAY ONE

36

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...

37

DWIGHT TALKING HEAD:

37

DWIGHT

Halle Berry? In "Swordfish"?

(CONTINUED)

The Office  
Shooting Draft  
CONTINUED:

"Diversity Day" [R1152]  
9/14/04

36  
37

37

Dwight makes a sound of delight and approval.

38

INT. CONFERENCE ROOM - DAY - DAY ONE

38

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.

ANGLE ON:

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

Euh?

(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

Huh?

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:

The Office  
Shooting Draft

"Diversity Day" [R1152]  
9/14/04

38

39 JIM TALKING HEAD:

39

JIM  
Not a bad day.  
(smiles)

FADE OUT.

END OF SHOW