

Scenario: What would you do?

YOU'RE HOSTING A LUNCH ON ZOOM FOR TWO NEW HIRES. THEY BOTH IDENTIFY AS STRAIGHT, CISGENDER, WHITE, AND MILLENNIAL.

- One shares that she's excited to learn more about PRIDE and other business resource groups at Lockheed Martin.
- The other is confused as to why she would get involved or what the big deal is. He tells her that he has never seen or experienced discrimination in the workplace.
- He also states that "there isn't really a place for him in conversations about diversity and inclusion" and that he doesn't understand why the company would spend money on D&I efforts.



Scenario: What would you do?

IT'S MONDAY MORNING. YOU'RE PARTICIPATING IN A VIRTUAL COFFEE BREAK AND A FEW COLLEAGUES ARE CHATTING ABOUT THEIR FAVORITE TV SHOWS...

- You overhear one of your colleagues talking about one of your favorite shows.
- One person expresses distaste for a new LGBTQ+ storyline and threatens to stop watching the show if the LGBTQ+ characters keep being “shoved in her face.”
- Another colleague mentions that they like the story a lot.
- An uncomfortable, awkward silence just developed.



Scenario: What would you do?

IN RESPONSE TO A WAVE OF ANTI-LGBTQ+ LEGISLATION, A LEADER AT LOCKHEED MARTIN RECENTLY POSTED A BLOG REAFFIRMING THE COMPANY'S COMMITMENT TO ITS LGBTQ+ EMPLOYEES.

- Almost immediately someone comments on the thread, calling for a more “traditional view on sexuality and gender” at Lockheed Martin.
- A short time later, a pinned note is posted reminding folks that comments must be consistent with company's values to reflect a caring environment where all communities feel safe.
- Someone else then responds, asking questions about whether politically conservative or religious associates should also feel safe expressing their views.



Scenario: What would you do?

YOU HAVE FAMILY IN TOWN FOR THE HOLIDAYS AND DECIDE TO HOST A MOVIE NIGHT. A COUPLE OF PEOPLE IN YOUR FAMILY IDENTIFY AS LGBTQ+ SO YOU INCLUDE “SINGLE ALL THE WAY” FROM NETFLIX AS ONE OF THE FILMS.

- Throughout the film you hear your mom – who isn’t known for being supportive and affirming – scoffing and sighing any time the two gay male leads show any emotional or physical affection.
- After it is over, one of your nieces (who seemed to enjoy the film) asks your mom what she thought of the movie.
- Your mom says she liked it better when “the PC Police hadn’t gotten to Christmas movies yet” and “men were men.”

