

Scenario: What would you do?

YOU AND A NUMBER OF YOUR TEAMMATES RECENTLY ADDED YOUR PRONOUNS TO YOUR EMAIL SIGNATURE, ON LINKEDIN, AND WHEN YOU LOG IN TO MEETINGS.

- Someone from another department has asked about it and expressed a lot of confusion, claiming “she doesn’t have pronouns” and that “they/them is grammatically incorrect anyways.”
- While explaining, she interrupts you numerous times and claims she shouldn’t be forced to do that, especially since she doesn’t believe in “picking your gender” and starts asking about bathrooms.
- She also express a lot of concern about what external partners, clients, and vendors would think if they saw something like that.



Scenario: What would you do?

ONE OF YOUR COLLEAGUES, WHO YOU CONSIDER TO BE A FRIEND, IDENTIFIES AS AN ALLY, HAS ALL SORTS OF ALLY SWAG, AND REGULARLY PARTICIPATES IN THE PRIDE ALLIANCE AFFINITY GROUP EVENTS. HOWEVER...

- In your experience this person rarely (if ever) speaks up when they hear misinformation or negative comments being made about the LGBTQ+ community.
- You have (gently) called them out on using exclusionary language, misgendering a guest presenter, and using outdated terminology.
- Other members of the Pride Alliance have expressed to you in private that their actions have made them uncomfortable.



Scenario: What would you do?

SOMETHING MAJOR JUST HAPPENED THAT IMPACTS THE LGBTQ+ COMMUNITY (THINK SUPREME COURT DECISIONS, LGBTQ BOOK BANS IN SCHOOLS, THE MURDER OF ANOTHER BLACK TRANS WOMAN...)

- You start your day expecting your teammates to ask you questions because of your involvement with the Pride Alliance.
- No one says anything about it and goes about their day as if everything is normal.
- When you bring this up with Pride Alliance members they mostly share similar experiences, and it's clear people are upset by the silence on the situation.



Scenario: What would you do?

YOU'RE HAVING A CONVERSATION ABOUT AN UPCOMING COMPANY EVENT. DURING THE CONVERSATION YOUR CLOSEST FRIEND IN THE OFFICE MENTIONS THAT HE RECENTLY GOT ENGAGED AND IS PLANNING TO BRING HIS PARTNER TO THE EVENT.

- A newer team member seems really excited and replies "Oh wow, congratulations! I can't wait to meet her."
- You happen to know that your friend's fiancé is a man named James and that, for the most part, your friend is out at work.
- The conversation has made you uncomfortable but you really want to support your friend.
- You can't figure out if he's going to correct your new colleague, have a one-on-one conversation, or just let it slide.

