

Scenario: What would you do?

YOU'RE IN THE BREAKROOM GRABBING A SNACK AND OVERHEAR SOME OF YOUR COLLEAGUES TALKING ABOUT THE PLANS FOR THE HOLIDAYS.

- One of your closest friends in the office is describing how he and his husband have adapted some of their childhood traditions for Hanukkah and Christmas since they got married.
- Someone else chimes in and says they can't imagine the holidays without their large, extended family and how sad they'd be to spend Christmas with "just their wife."
- You happen to know that your friend doesn't have a relationship with his family since he came out a few years ago.



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SOMEONE AT YOUR OFFICE LOCATION HAS ORGANIZED A CANNED FOOD DRIVE. THE PLAN IS TO DELIVER THE FOOD TO A LOCAL HOMELESS SHELTER THE WEEK BEFORE THANKSGIVING.

- Recently, there was a story in the local news about the shelter turning away a transgender woman experiencing homelessness.
- A few people have come to you because of your role in the OutFront BRG to complain and insist that the decision must've been made intentionally.
- You've briefly met person who organized the event before, but don't work with them often and don't know their position on LGBTQ+ issues.



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YOU'RE STARTING TO DEVELOP YOUR TEAM'S SCHEDULE FOR NOVEMBER AND DECEMBER TO ENSURE YOU'LL HAVE COVERAGE THROUGHOUT THE HOLIDAY SEASON.

- When you ask everyone to submit leave requests, one of your direct reports suggests that you should just ask your out LGBTQ+ team member because they'll "definitely be available."
- When you ask for clarification she says "Oh, well people 'like that' don't celebrate Christmas and probably aren't welcome at home anyway."
- You notice at least one of your team members tense up and suck in their breath when they hear that.



What would you do?

YOUR OUT, PROUD, COLLEGE-AGED CHILD (WHO IDENTIFIES AS TRANS AND PANSEXUAL) HAS BROUGHT A SIGNIFICANT OTHER (WHO IDENTIFIES AS NONBINARY AND QUEER) TO A HOLIDAY GATHERING FOR THE FIRST TIME.

- You overhear a family member tell their kids that your child's significant other is just a "really good friend" from her new school.
- Up until then, you believed this family member to be a supportive ally to your child and to the LGBTQ+ community.
- When you ask them about it, they claim that their kids are "too young to understand."



What would you do?

YOU'RE AT A HOLIDAY PARTY WITH YOUR FAMILY, WHICH INCLUDES YOUR SON WHO RECENTLY CAME OUT AS GAY TO YOU, YOUR PARTNER, AND YOUR DAUGHTER. HE IS NOT OUT TO ANYONE ELSE AND HAS ASKED YOU TO NOT TO TELL ANYONE YET.

- A guest starts talking about their issues with the high school GSA, claiming it encourages youth to be “in the homosexual lifestyle.”
- A few people have engaged in the conversation, several of whom support this person’s position.
- Your son and several other guests look upset but seem unwilling to speak up.
- It’s clear that this conversation isn’t wrapping up anytime soon.



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.”

