

# Scenario: What would you do?

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

- One shares that she's excited to learn more about STRIPES and other employee groups at PMI.
- 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 IS FRIDAY AFTERNOON AND YOU'RE TALKING WITH YOUR TEAM ABOUT WHAT EVERYONE HAS PLANNED FOR THE WEEKEND...

- A young woman who was recently hired casually mentions that she has plans with her girlfriend to watch FX's Pride on Hulu.
- To your knowledge, she has not come out to anyone on the team or mentioned her personal life at all since she started.
- Afterward one of your colleague mentions it and wonders if that was her way of coming out.
- They ask whether the team should have acknowledged it in some way especially because they didn't think there was anyone "like that" at PMI.



# Scenario: What would you do?

SOMETHING MAJOR JUST HAPPENED THAT IMPACTS THE LGBTQ+ COMMUNITY (THINK BOSTOCK V. CLAYTON COUNTY, TRANS ATHLETE BANS, THE MURDER OF ANOTHER BLACK TRANS WOMAN..)

- You start your day expecting colleagues that have ally-sweg displayed for Pride month to ask you questions because of your involvement with STRIPES.
- No one says anything about it and goes about their day as if everything is normal.
- When you bring this up with STRIPES members they (mostly) share similar experiences, and it's clear people are upset.



# Scenario: What would you do?

A COLLEAGUE, WHO YOU CONSIDER TO BE A FRIEND, HAS TOLD YOU THAT THEY ARE TRANSITIONING FROM FEMALE TO MALE. YOU'VE GOT A LOT OF QUESTIONS, BUT YOU'RE READY TO BE SUPPORTIVE...

- Another member of your team has been heard referring to your friend as a “freak” and saying that they better not see them in the men’s restroom when you return to the office.
- The comments didn’t sound threatening but felt unkind and created a tense environment for the team.
- You have a fairly good relationship with the person who made the negative comments.

