

# Scenario: What would you do?

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

- One shares that she's excited to learn more about BasisOUT and other employee groups at Basis Technologies.
- 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?

A COLLEAGUE JUST SELF-IDENTIFIED USING THE TERM GENDERQUEER. AFTER THEY LEAVE THE MEETING ONE OF YOUR TEAMMATES MENTIONS THAT THEY ARE “FINE WITH THE GAY THING” BUT THAT THIS IS JUST TOO MUCH.

- The coworker who made this comment has been, in your view, fairly accepting of people who are LGBTQ+ to this point.
- This coworker seems frustrated and mentions that she’s worried that if she makes a terminology mistake, it will reflect badly on her.
- You have a good working relationship with this coworker.



# 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 BasisOUT.
- No one says anything about it and goes about their day as if everything is normal.
- When you bring this up with BasisOUT members they mostly share similar experiences, and it's clear people are upset by the silence on the situation.



# Scenario: What would you do?

A COWORKER RECENTLY TOLD YOU HER CHILD IS TRANSGENDER.  
YOU ARE THE ONLY PERSON AT WORK WHO KNOWS.

- You were in a meeting together with six other people on your team when someone made a joke about people who are transgender.
- Most people laughed along, but some looked uncomfortable. Your friend looked upset, but was unwilling to speak because it would entail outing her child.
- While you assume that the person who made the joke didn't have hurtful intentions, it's clear that the impact of the joke has been significant.

