

Scenario: What would you do?

A CALL CENTER EMPLOYEE WHO IDENTIFIES AS TRANSGENDER HAS COME TO YOU BECAUSE OF YOUR INVOLVEMENT IN THE 9PRIDE ERN.

- They share that while speaking to customers they are often misgendered and that it is beginning to have an impact on their physical and mental health.
- They no longer feel comfortable correcting customers because of numerous negative experiences in the past.
- You ask if they've spoken with anyone else about this issue. They share that have been told the situation is "not a big deal" and that they should "just get over it."



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.



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

- Almost immediately someone comments on the thread, calling for a more “traditional view on sexuality and gender” at the Federal Reserve.
- A short time later, a pinned note is posted reminding folks that comments must be consistent with the bank'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'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.

