

Scenario: What would you do?

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

- One shares that she's excited to learn more about the employee resource groups at CohnReznick.
- 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 Diversity, Equity, Inclusion, and Belonging (DEIB) efforts.



Scenario: What would you do?

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

- Someone from another department, who you work with regularly, has asked about it and expressed a lot of confusion.
- They also express a lot of concern about what external partners, clients, and vendors would think if they saw something like that.
- While explaining, they interrupt numerous times and claim they shouldn't be forced to do that, especially since they don't believe in "picking your gender."



Scenario: What would you do?

DURING A BREAK TIME CONVERSATION IN THE BREAK ROOM, A COLLEAGUE MENTIONS THEY'RE GOING TO A PRIDE EVENT IN THEIR CITY IN A COUPLE OF WEEKS AND ASKS IF ANYONE WANTS TO JOIN.

- Someone nearby overhears what you're talking about and interrupts your conversation by saying "Why are Pride events still around? People can get married now, so what's the big deal? "
- The colleague who is planning to attend Pride tries to correct them and provides a few example of inequalities that still exist and the fact that anti-LGBTQ+ hate crimes are on the rise.
- He responds by saying "even if that's true" that he doesn't understand why anyone who isn't LGBTQ+ would bother going to Pride and that it is just an excuse to have a party.



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 VARIOUS PRIDE AND OTHER ERG 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 or other marginalized groups.
- You have (gently) called them out on using exclusionary language, misgendering a guest presenter, and using outdated terminology.
- Other members of Pride have expressed to you, in private, that their actions have made them uncomfortable.

