

Scenario One:

You and a number of your teammates recently added your pronouns to your email signature, when you log in to virtual meetings, and to your bio. You've also started including them in your verbal introductions.

- 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 you numerous times and claim they shouldn't be forced to do that, especially since they don't believe in "picking your gender."



Scenario Two:

You're catching up with a colleague about work and how sales calls are going, and he mentions that while he's "ok with LGBTQ+ people" he feels uncomfortable having to make visits to gay bars featuring Deep Eddy products.

- This individual identifies as straight, cisgender, and is a Millennial. You've never heard him say anything explicitly anti-LGBTQ in the past.
- When you ask him about what, specifically, is making him uncomfortable, he makes a joke about what other people will think of him going into "places like that" and notes he's married to a woman.
- He does not seem to be uncomfortable expressing this perspective to you.



Scenario Three:



Along with a couple of colleagues, you're staffing a booth at a trade show.

- You find yourself talking to an attendee whose name badge says Chris, and who is dressed in very feminine attire, is wearing makeup and has long hair, and whose mannerisms read as feminine to you.
- When Chris starts speaking, however, their voice sounds more masculine, and you find yourself questioning how Chris identifies and what pronouns to use, especially as more people enter the conversation.
- After Chris leaves the booth, one of your colleagues pulls you aside and asks, "What was going on with her? Was that a her?"



Scenario Four:

You're having a conversation about an upcoming company event. During the conversation, your closest friend in the office mentions that he recently got engaged and is planning to bring his partner to the event.

- A newer team member seems really excited and replies “Oh wow, congratulations! I can't wait to meet her.”
- You happen to know that your friend's fiancé is a man named James and that, for the most part, your friend is out at work.
- The conversation has made you uncomfortable, but you really want to support your friend.
- You can't figure out if he's going to correct your new colleague, have a one-on-one conversation, or just let it slide.

