

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 a season (or two) of RuPaul's Drag Race.
- 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.



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.



What would you do?

You and a number of your teammates recently added your pronouns to your email signature, on Teams, 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 you numerous times and claim they shouldn't be forced to do that, especially since they don't believe in "picking your gender."



What would you do?

In response to a wave of anti-LGBTQ+ legislation, a leader at TJX recently posted a blog reaffirming the company'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 company.
- A short time later, a pinned note is posted reminding folks that comments must be consistent with the TJX'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.



What would you do?

Something major just happened that impacts the LGBTQ+ community (think Supreme Court decisions, LGBTQ book bans in schools, criminalizing life-saving healthcare for trans and nonbinary kids...)

- You start your day expecting your teammates to ask you questions because of your involvement with the PRIDE ARG.
- No one says anything about it and goes about their day as if everything is normal.
- When you bring this up with PRIDE ARG members they mostly share similar experiences, and it is clear that people are upset by the silence on the situation.



What would you do?

You're at a holiday party with your family, which includes your son who recently came out as gay to you, your partner, and your daughter. He is not out to anyone else and has asked you to not to tell anyone yet.

- A guest starts talking about their issues with the high school GSA, claiming it encourages youth to be “in the homosexual lifestyle.”
- A few people have engaged in the conversation, several of whom support this person’s position.
- Your son and several other guests look upset but seem unwilling to speak up.
- It’s clear that this conversation isn’t wrapping up anytime soon

