

What would you do?

A new person has joined your team. They identify as non-binary, present in an androgynous way, and have asked you to use the pronouns they/them...

- One of your direct reports lets you know privately that this makes him very uncomfortable and shares with you that he is not sure he can continue to work with this person.
- He states that he will not use they/them because in his opinion, it is grammatically incorrect.
- He also states that he would not be comfortable using the bathroom with the new person when your team returns to the office.



What would you do?

During a break time conversation in the factory breakroom, a colleague mentions that they're going to a Pride event in their city 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.



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



What would you do?

In response to a wave of anti-LGBTQ+ legislation, a leader at Kellogg Company 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” in the workplace.
- A short time later, a pinned note is posted reminding folks that comments must be consistent with Kellogg Company'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?

Your out, proud, college-aged child (who identifies as trans and pansexual) has brought a significant other (who identifies as nonbinary and queer) to a holiday gathering for the first time.

- You overhear a family member tell their kids that your child's significant other is just a “really good friend” from her new school.
- Up until then, you believed this family member to be a supportive ally to your child and to the LGBTQ+ community.
- When you ask them about it, they claim that their kids are “too young to understand.”

