

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



What would you do?

You're having a conversation with your team about an upcoming virtual event that will feature a well-known, local, advocate who is trans...

- A colleague, that you thought was an ally, is misgendering the speaker and using outdated terminology.
- When you try to correct them they are unapologetic and seem to laugh you off.
- They also indicate that they plan to ask questions that you feel are inappropriate in a group setting.
- Others involved in the conversation are clearly uncomfortable.



What would you do?

A colleague, who you consider to be a friend, has told you that they are transitioning from female to male. You've got a lot of questions, but you're ready to be supportive...

- Another member of your team has been heard referring to your friend as a “freak” and saying that they better not see them in the men’s restroom when you return to the office.
- The comments didn’t sound threatening but felt unkind and created a tense environment for the team.
- You have a fairly good relationship with the person who made the negative comments.



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?

Someone organized a canned food drive and is collecting donations in October and November. The plan is to deliver the food to a local homeless shelter the week before Thanksgiving.

- Recently, there was a story in the local news about the shelter turning away a transgender woman experiencing homelessness.
- A few people have come to you because of your role in the PRISM PRG to complain and insist that the decision must've been made intentionally.
- You've briefly met the person who organized the drive before, but don't work with them often and don't know their position on LGBTQ+ issues.

