

# What would you do?

It's Monday morning. You're participating in a virtual coffee break and a few colleagues are chatting about their favorite TV shows...

- You overhear one of your colleagues talking about one of your favorite shows.
- One person expresses distaste for a new LGBTQ+ storyline and threatens to stop watching the show if the LGBTQ+ characters keeps being “shoved in her face.”
- Another colleague mentions that they like the story a lot.
- An uncomfortable, awkward silence just developed.



# What would you do?

A colleague just self-identified using the term genderqueer. After they leave the meeting one of your teammates mentions that they are “fine with the gay thing” but that this is just too much.

- The coworker who made this comment has been, in your view, fairly accepting of people who are LGBTQ+ to this point.
- This coworker seems frustrated and mentions that she’s worried that if she makes a terminology mistake, it will reflect badly on her.
- You have a good working relationship with this coworker.



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



# 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.

