

# 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?

One of your coworkers, who has shared with you that they were assigned female at birth, identifies as nonbinary, and uses they/them. their gender expression is very fluid.

- You have noticed that some of your colleagues, including their supervisor, comment on how nice they look – but only when they present in traditionally feminine ways.
- You have also noticed that they are misgendered and dead-named more often on those days.
- They let you know privately that this really bothers them, but they aren't sure how to handle it.



# 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.”



# What would you do?



You are the parent of a transgender child, who socially transitioned before kindergarten and is now entering the 10<sup>th</sup> grade.

- Your family and your child's medical team had begun talking about gender-affirming medical options until a trans healthcare ban was signed into law in your state.
- You are talking with a coworker, who is also a part of KPA/WKPA, about how frustrated you are with the law change and how your family is thinking about moving to a different state to get the care your child needs.
- Someone overhears you and interrupts your conversation. They claim that no child would ever need that sort of care.

