

What would you do:

You're hosting a lunch on Teams for two new hires. they both identify as straight, cisgender, white, and millennial.

- One shares that she's excited to learn more about the Lighthouse BRG and other business resource groups at SCE.
- The other is confused as to why she would get involved or what the big deal is. He tells her that he has never seen or experienced discrimination in the workplace.
- He also states that "there isn't really a place for him in conversations about diversity and inclusion" and that he doesn't understand why the company would spend money on DE&I efforts.



What would you do?

A call center employee who identifies as transgender has come to you because of your involvement in the Lighthouse BRG.

- They share that while speaking to customers they are often misgendered and that it is beginning to have an impact on their physical and mental health.
- They no longer feel comfortable correcting customers because of numerous negative experiences in the past.
- You ask if they've spoken with anyone else about this issue. They share that have been told the situation is “not a big deal” and that they should “just get over it.”



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, 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 mentions that anti-LGBTQ+ hate crimes are on the rise in your state.
- 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?

Someone at your office 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 Lighthouse BRG 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.



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."

