

# What would you do:

You're hosting a lunch on Zoom for two new hires. They both identify as straight, cisgender, white, and GenZ.

- One shares that she's excited to learn more about OutLoud@CRA, Women@CRA, and other employee groups.
- 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 DEI efforts.



# What would you do?

One of your colleagues (who you consider to be a friend) identifies as an ally, has all sorts of ally swag, and regularly participates in OutLoud@CRA and Women@CRA events. However...

- In your experience he rarely (if ever) speaks up when he hears misinformation or negative comments being made about women and/or people who are LGBTQ+.
- You have (gently) called him out on using exclusionary language, misgendering a guest presenter, and using outdated terminology.
- ERG members from both groups have expressed to you in private that his actions have made them uncomfortable.



# 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, and that they're coming to you for advice because of your involvement in OutLoud@CRA and Women@CRA.



# What would you do?

One of your colleagues, who has been an active member of OutLoud@CRA, recently told the team that they are transitioning, identify as a woman, and use she/her pronouns.

- This colleague expressed interest in joining Women@CRA to connect with other women on the team.
- One member of Women@CRA expressed reservations about this colleague being part of the ERG, voicing that she feels like it would take space away from women at CRA.
- This team member also said that she supports your colleague and her transition, but that she already has a space as part of OutLoud@CRA.

