

What would you do?

It Is Friday afternoon and you're talking with a group of students about what everyone has planned for the weekend...

- A young woman in the group casually mentions that she has plans with her girlfriend to see *Love Lies Bleeding* at a movie theater near campus.
- To your knowledge, she has not come out to anyone in the group or mentioned her personal life at all since you met her.
- Afterward one of your colleague mentions it and wonders if that was her way of coming out. They ask whether someone should have acknowledged it in some way.



What would you do?

Something major just happened that impacts the LGBTQ+ community (think Supreme Court decisions, new LGBTQ book bans in schools in a nearby county, another state has banned lifesaving medical care for trans youth...)

- You start your day expecting your colleagues and students to ask you questions because of your involvement with DE&I efforts on campus.
- No one says anything about it and goes about their day as if everything is normal.
- When you mention this to others, they mostly share similar experiences.
- It is clear people are upset by the silence on the situation.



What would you do?

A coworker recently told you his child is transgender. You are the only person at work who knows.

- You were in a meeting together with six other people when someone made a joke about people who are transgender.
- Most people laughed along, but some looked uncomfortable.
- Your friend looked upset but was unwilling to speak because it would entail outing his child.
- You assume that the person who made the joke didn't have hurtful intentions.



What would you do?

Two students in your class, who both appear to be cisgender men, frequently have lunch and study together.

- You have no idea how they identify and can't remember ever speaking to them about their personal relationships or families.
- You recently overheard a student in your class say "those two are so gay for each other." A few of their classmates agreed, laughed along, and called them "flamers."
- Another student outright asked them before class if they are dating and it did not go well.



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