

# What would you do:

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

- One shares that she's excited to learn more about the Pride Alliance and other business resource groups at BMS.
- 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 D&I efforts.



# 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?

You and a number of your teammates recently added your pronouns to your email signature, on LinkedIn, and when you log in to virtual meetings.

- Someone from another department, who you work with regularly, has asked about it and expressed a lot of confusion.
- They also express a lot of concern about what external partners, clients, and vendors would think if they saw something like that.
- While explaining, they interrupt you numerous times and claim they shouldn't be forced to do that, especially since they don't believe in "picking your gender."



# 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.”

