

# 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 PRIDE ENG and other employee network groups at Nomura.
- 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 social event and a few colleagues are chatting about what they've been watching on TV lately...

- 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?

While you're grabbing your lunch from the shared refrigerator in the office, 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 your conversation by 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 answer them and provides a few example of inequalities that still exist and the fact that anti-LGBTQ+ hate crimes are on the rise.
- 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?

It's a couple of Monday mornings later. You're participating in that social event again and a few colleagues are chatting about TV shows they've been watching recently...

- One of your teammates mentions that they just started watching Sex Education on Netflix featuring Gillian Anderson and Asa Butterfield.
- Someone else starts making jokes about Cal, a nonbinary character introduced in season three.
- They assert that identifying as nonbinary is just a trend and that the fad will eventually end.
- They're also using triggering words like "it" and "snowflake" to describe the nonbinary actor that plays Cal.

