

# 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 LGBTQ+ ERG and other employee groups at NRAO.
- 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.



#1



# What would you do?

A colleague just self-identified using the term genderqueer. After they leave the meeting one of your teammates mentions that they are “fine with the gay thing” but that this is just too much.

- The coworker who made this comment has been, in your view, fairly accepting of people who are LGBTQ+ to this point.
- This coworker seems frustrated and mentions that she’s worried that if she makes a terminology mistake, it will reflect badly on her.
- You have a good working relationship with this coworker.



#4

# What would you do?

A colleague, who you consider to be a friend, has told you that they are transitioning from female to male. You've got a lot of questions, but you're ready to be supportive...

- Another member of your team has been heard referring to your friend as a “freak” and saying that they better not see them in the men’s restroom when you return to the office.
- The comments didn’t sound threatening but felt unkind and created a tense environment for the team.
- You have a fairly good relationship with the person who made the negative comments.



#9

# What would you do?

In response to a wave of anti-LGBTQ+ legislation, a leader at NRAO recently posted a blog reaffirming the company's commitment to its LGBTQ+ employees.

- Almost immediately someone comments on the thread, calling for a more “traditional view on sexuality and gender” at NRAO.
- A short time later, a pinned note is posted reminding folks that comments must be consistent with NRAO values to reflect a caring environment where all communities feel safe.
- Someone else then responds, asking questions about whether politically conservative or religious associates should also feel safe expressing their views.



#19

