

# 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're having a conversation about an upcoming company event. During the conversation, your closest friend in the office mentions that he recently got engaged and is planning to bring his partner to the event.**

- A newer team member seems really excited and replies “Oh wow, congratulations! I can't want to meet her.”
- You happen to know that your friend's fiancé is a man named James and that, for the most part, he is out at work.
- The conversation has made you uncomfortable, and you really want to support your friend.
- You can't figure out if he's going to correct your new colleague, have a one-on-one conversation, or just let it slide.



# What would you do?

A new person has joined your team. They identify as non-binary, present in an androgynous way, and have asked you to use the pronouns they/them...

- One of your direct reports lets you know privately that this makes him very uncomfortable and shares with you that he is not sure he can continue to work with this person.
- He states that he will not use they/them because in his opinion, it is grammatically incorrect.
- He also states that he would not be comfortable using the bathroom with the new person when your team returns to the office.



# What would you do?

In response to a wave of anti-LGBTQ+ legislation, a leader at CACI 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 CACI.
- A short time later, a pinned note is posted reminding folks that comments must be consistent with CACI 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.



# What would you do?

Life has returned to normal, it is a couple days before Pride, and you're talking with your team about weekend plans...

- You mention that you are planning to attend the parade and festival with family & friends and hoping to see some folks from PRIDE Ally-ance there.
- One of your colleagues, who is a team leader, seems confused and asks why you would attend.
- You explain that for you, as an ally, it is important to be there and show support for your LGBTQ+ friends, colleagues, and neighbors.
- They respond by saying “Yeah, but there are so few people ‘like that’ here at CACI. At least I don’t personally know anyone who is gay.”



# What would you do?

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

- You were in a meeting together with six other people on your team 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 her child.
- While you assume that the person who made the joke didn't have hurtful intentions, it's clear that the impact of the joke has been significant.

