

What Would YOU Do?

## It is Friday afternoon...

- You're talking to your team about what everyone has planned for the weekend.
- A young woman who was recently hired casually mentions that she has plans with her girlfriend to see the Rocky Horror Picture Show at a midnight movie.
- To your knowledge, she has not come out to anyone on the team, or mentioned her personal life at all since she started.
- Afterward, one of your colleagues mentions it and wonders if that was her way of coming out.
- They ask whether you all should have acknowledged it in some way.

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## Working with allies...

- One of your friends at work identifies as an ally, has all sorts of ally swag, and regularly participates in Rainbow Alliance events.
- In your experience this person rarely (if ever) speaks up when they hear misinformation or negative comments being made about people who are LGBTQ+.
- You have called them in before – when they’ve used exclusionary or outdated language in the past and most recently when they were misgendering a guest presenter.
- Other Rainbow Alliance members have expressed to you in private that this person’s actions make them uncomfortable.

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# A coworker shared something...

- A coworker recently told you that her child is transgender and that you are the only person at work that she has told.
- You were in a meeting together with six other people on your team when someone made a joke about people who are transgender.
- You're not totally sure, but you don't think the joke was made with harmful intent.
- Most people laughed along with the joke and the conversation moved on. Your friend looked upset, but didn't say anything.
- You assume she was unwilling to speak up because it might mean outing her child.

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## You're on a break...

- During a breaktime conversation, a colleague mentions that they're going to a Pride event in their city and asks if you want to join.
- Someone nearby overhears your conversation and interrupts before you can respond by saying "Why are Pride events still around? People can get married now, so what's the big deal?"
- The colleague who invited you tries to correct them and provides a few examples of inequalities that still exist and the fact that an anti-LGBTQ bill passed in your state legislature this year.
- The person who interrupted you responds by saying "even if that's true" that everyone knows Pride is just an excuse to have a party.