

What Would YOU Do?

You're at work...

- You're in the breakroom grabbing a snack and overhear some of your colleagues talking about their plans for the holidays.
- One of your closest friends in the office is describing how she and her wife have adapted some of their childhood traditions for Hanukkah and Christmas since they got married.
- Someone else chimes in and says they can't imagine the holidays without their large, extended family and how sad he'd be to spend Christmas with "just his wife."
- You happen to know that your friend doesn't have a relationship with her family since she came out a few years ago.

What Would YOU Do?

You're hosting a movie night...

- You have family in town for the holidays and decide to host a movie night.
- A couple of people in your family are LGBTQ+ so you include “Single All The Way” from Netflix as one of the films.
- Your mom – who isn't known for being supportive and affirming – is heard scoffing and sighing any time the gay characters show any emotional or physical affection.
- Afterward, one of your nieces asks your mom what she thought of the movie.
- Mom replies “I liked it better when the PC police hadn't gotten to Christmas movies yet and when men were men.”

What Would YOU Do?

You're in a meeting...

- As you're waiting to get started, the topic of holiday time off comes up.
- One of your coworkers mentions that she's really concerned about how she'll balance upcoming deadlines at work with her responsibilities at home.
- She mentions the kids being home for winter break and having to care for her elderly parents since all of her siblings have moved away.
- Your manager suggest that she should "just get her husband to help out more at home."
- You notice that she looks stressed and uneasy, as if she's not comfortable discussing her home life.

What Would YOU Do?

You're in a diversity and inclusion workshop...

- The group has been encouraged to share how their identity and background impacts them.
- One of your colleagues shares a challenge he has faced regarding race and ethnicity at work. He mentions that people have told him that they wanted say hi, but he always “looked so angry.”
- Another colleague responds by saying “When I look at you, I don’t see color, I just see a person. Maybe they were just nervous because they’re new to the organization.”
- He pushes back a bit, by saying “I appreciate that...but when I hear ‘I don’t see color’ it minimizes my experiences. My racial background is a big part of who I am and how the world sees me.”
- The colleague responds by saying “America’s a melting pot – we’ll never end racism if we keep making everything about race. The less you think about it, the less it will affect you. ”

What Would YOU Do?

You're at Thanksgiving dinner...

- Your out, college-aged child (who is trans and pansexual) has brought a significant other (who is nonbinary and queer) to Thanksgiving dinner 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 just "too young to understand."