

## What Would YOU Do?

# A leader at SPX Flow posted...

- In response to recent anti-LGBTQ+ legislation, a leader at SPX Flow posted a blog reaffirming the company's commitment to LGBTQ+ employees.
- Almost immediately someone comments on the thread, calling for a more “traditional view on sexuality and gender” at SPX Flow.
- A short time later, a pinned note is posted reminding folks that comments must be consistent with SPX Flow's 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?

# A conversation over break...

- During a break time conversation in the factory breakroom, 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 correct them and provides a few examples 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 party.

## What Would YOU Do?

# A new person has joined your team...

- 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?

# It's about to be the weekend...

- It is Friday afternoon and you're talking with 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 *Wicked*.
- 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 the team should have acknowledged it in some way.

## What Would YOU Do?

# Pride is in a couple days...

- 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 PRISM 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 is no one 'like that' here at SPX Flow."