

What Would You Do?

They have all the ally swag...

- One of your colleagues, who you consider to be a friend, identifies as an ally and regularly participates in the Allyship Affinity Group and RainbowFish events.
- In your experience this person rarely (if ever) speaks up when they hear misinformation or negative comments being made about the LGBTQ+ community.
- You have (gently) called them out on using exclusionary language, misgendering a guest presenter, and using outdated terminology in the past.
- Other members of the the Allyship Affinity Group and RainbowFish have expressed to you in private that your friend's actions have made them uncomfortable.

What Would YOU Do?

You're adding your pronouns...

- You and a number of your teammates recently added your pronouns to your email signature, on LinkedIn, and when you log in to virtual meetings.
- Someone from another department, who you work with regularly, has asked about it and expressed a lot of confusion.
- This person also expresses concern about what external partners, clients, and vendors will think when they see something like that.
- While explaining, they interrupt you. Numerous times.
- They also claim that they shouldn't be forced to do that, especially since they don't believe in "picking your gender."

What Would YOU Do?

You're attending an event...

- You're having a conversation about an upcoming company event.
- During the conversation your closest friend at the office mentions that they recently got engaged and that he is planning to bring his fiancé to the event.
- A newer team member seems really excited and replies "Oh wow, congratulations! I can't wait to meet her."
- You happen to know that your friend's fiancé is a man named James and that, for the most part, your friend is out at work.
- The conversation has made you uncomfortable, but you really want to support your friend. You can't tell if he's going to correct your new colleague or just let it slide.

What Would You Do?

You're in the breakroom...

- One of your friends mentions that they're going to attend a Pride event in your 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?"
- Those who are planning to attend try to correct this person and even provide a few examples of inequalities that still exist and that anti-LGBTQ+ hate crimes are on the rise.
- He responds by saying "even if that's true" he doesn't understand why anyone who isn't LGBTQ+ would both going to Pride and that is just an excuse to have a party.