

What Would You Do?

You're hosting a lunch

You're hosting a lunch on Teams for two new hires. they both identify as straight, cisgender, white, and millennial.

- One shares that she's excited to learn more about Pride@DNV and other employee groups, like the AAPI ERG, at DNV Energy.
- The other is confused as to why she would get involved or what the big deal is. He tells her that he has never seen or experienced discrimination in the workplace
- He also states that "there isn't really a place for him in conversations about diversity and inclusion" and that he doesn't understand why the company would spend money on that sort of thing.

What Would You Do?

It is Friday afternoon

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 start watching *Heated Rivalry* on HBO Max.
- 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 colleague mentions it and wonders if that was her way of coming out. They ask whether the team should have acknowledged it in some way

A coworker is being misgendered

One of your coworkers, who has shared with you that they were assigned female at birth, identifies as nonbinary, and uses they/them pronouns. Their gender expression is very fluid.

- You have noticed that some of your colleagues, including their supervisor, comment on how nice they look – but only when they present in traditionally feminine ways
- You have also noticed that they are misgendered and dead-named more often on those days
- They let you know privately that this really bothers them, but they aren't sure how to handle it

Your friend recently got engaged

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 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 figure out if he's going to correct your new colleague, have a one-on-one conversation with them, or just let it slide