

What Would You Do?

It's Monday morning

It's Monday morning. You're having a coffee break, and a few colleagues are chatting about their favorite TV shows...

- You overhear one of your colleagues talking about one of your favorite shows
- One person expresses distaste for a new LGBTQ+ storyline and threatens to stop watching the show if the LGBTQ+ characters keeps being “shoved in her face”
- Another colleague mentions that they like the story a lot
- An uncomfortable, awkward silence just developed

Your colleague is genderqueer

A colleague just self-identified using the term genderqueer.

- After they leave the meeting one of your teammates mentions that they are “fine with the gay thing” but that this is just too much
- The coworker who made this comment has been, in your view, fairly accepting of people who are LGBTQ+ to this point
- This coworker seems frustrated and mentions that she’s worried that if she makes a terminology mistake, it will reflect badly on her
- You have a good working relationship with this coworker

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, has all sorts of ally swag, and regularly participates in Q Group events. However...

- 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- You have (gently) called them out on using exclusionary language, misgendering a guest presenter, and using outdated terminology
- Other members of [ERG] have expressed to you in private that their actions have made them uncomfortable

People are speculating

Two employees you work with, who both appear to be cisgender men, frequently take lunches and breaks together.

- You have no idea how they identify and can't remember ever speaking to them about their personal relationships or families
- You recently overheard a manager tell one of your teammates "those two are so gay for each other." The other employee agreed, laughed along, and called them "flamers"
- Another coworker outright asked them if they are dating during a recent team meeting
- It was pretty clear that everyone on the call was uncomfortable