

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 LGBTQ+ and other employee groups at Sunbelt Rentals.
- 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 D&I efforts

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 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

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

You're in the breakroom

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 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 example 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 have a party