Scenario # 2: A coworker you know to be LGBT comes to talk with you about having missed several days of work. The coworker tells you that they have recently “come out” to their parents. The parents now threaten to cut all ties with them unless they “changes their ways” and refuses “to be gay”. The coworker is feeling hopeless and despondent. What can you say or do?

DISCUSSION QUESTIONS:

• Have you ever experienced a situation similar to the one in this scenario? What happened and how was it handled? What was the outcome?

• Have you ever witnessed a co-worker experience a situation similar to the one in this scenario? What happened and how did your co-worker handle it? What was the outcome?

• What are some other ways the scenario can be handled?

• What questions do you have when reading the scenario?

• What are other ways to engage co-workers on a daily basis to be allies?

• What are ways you can help if a co-worker looks to you for guidance or feedback on handling a scenario?

ALLY ACTION ACTIVITY:

- “Thank you for sharing that with me; I know it must be a really difficult time for you. How can I help?”

- “I am really glad to you chose to reach out to me. Do you want to talk further outside of work? I actually know a few great places that have resources you might find helpful.”

- “I am sure that was really difficult for you, and I am hopeful that you know there is a world full of hope and support out here! Do you want to get coffee after work on Thursday? It will give us something to look forward to and we can catch up on how things are going.”