Scenario #1: You overhear another colleague or co-worker making derogatory remarks about LGBT people. What should you 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:

You are at a deposition with two other attorneys. During a break, you hear them joking about the gender identity and sexual orientation of the secretary at the front desk. You could say,

- “I overheard you talking about the secretary at the front desk. Your jokes make me uncomfortable and I am sure they would be hurtful if overheard. I hope that we can stick to the case at hand, instead.”

- “I’m sorry to interrupt, but your remarks are inappropriate and I felt that I should say something. In fact, I bet a lot of the assumptions you are making are wrong, and I think that we should be respectfully of everyone, despite any of our assumptions about his/her/their personal life.”