

## Activity 1:

### NEW EMPLOYEE ROLE- Scenario:

- You are a new employee who is in a same-sex relationship.
- You are not out at work and you are not comfortable with your manager knowing that you are LGBT.
- Your new boss has planned an offsite event and told the team to bring their husbands, wives and dates. You did not bring your partner to the event.
- Being new and not knowing the team's culture yet, you are worried that the manager will ask you questions about your life that will reveal you are LGBT. You want to make a good impression at the offsite as your manager comes up to you and starts talking.

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### MANAGER ROLE - Scenario:

- You manage a team and planned an offsite where your employees were invited to bring their husbands /wives/ boyfriends /girlfriends.
- You say hi to your newest employee at the offsite and start talking to get to know about their life and family outside of work.
- **You assume that your new employee is straight.**

Use this list of questions for potential things you may ask them in the process of getting to know them. Feel free to ask your own questions, but continue to probe them on their personal life.

#### Manager Prompting Questions:

- Did you bring anyone with you? Girlfriend/wife –or- boyfriend/husband? (*assuming they are straight*)
- Why couldn't s/he come? What is his/her name?
- Why don't you bring him/her out to dinner with us next week?
- Do you have a photo of him/her?
- What do you like to do together?
- (*If they say they are single*) How do you meet people?
- Where do you like to go out?