

Assessment: How inclusive is your agency to LGBTQ survivors?

Areas where you check no or unsure are areas where your organization can receive free technical assistance from The Network/La Red. Call 617-695-0877 or email strategize@tnlr.org to discuss changes your organization can make.

Yes	No	Unsure	
			1. Sexual orientation, gender identity and gender expression are included in our anti-discrimination policy for staff hiring.
			2. Sexual orientation, Gender identity and gender expression are included in our anti-discrimination policy for our program participants.
			3. The sick leave, emergency leave, and health insurance policies cover same-gender partners and their families.
			4. We have an anti-harassment policy that explicitly forbids harassment based on actual or perceived sexual orientation and gender identity.
			5. Policies effecting lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) individuals are covered in new staff and volunteer orientation.
			6. We advertise job openings in the LGBTQ media.
			7. We advertise our agency and services in the LGBTQ media.
			8. Our forms have more than two choices for identifying sex/gender.
			10. All staff use “partner” and “significant other” in addition to “spouse, husband, wife”.
			11. LGBTQ people are listed in our statement of who we serve.
			12. We use transgender-inclusive and LGBTQ inclusive language in all of our publications.
			13. Articles about LGBTQ communities or individuals have appeared in our newsletters or publications.

			14. All staff and volunteers use gender inclusive language when referring to callers and program participants until they know their preferred pronoun.
			15. Our agency has held workshops for staff, volunteers, and administration on LGBTQ communities, including specific trainings on transgender communities.
			16. Program policies require staff to keep a participant's transgender identity or sexual orientation confidential.
			17. We have a gender-neutral bathroom available to clients, volunteers, and staff.
			18. We have an anti-harassment policy that specifically forbids homophobic, biphobic and transphobic comments or harassment by staff, volunteers or clients.
			19. We have a collection of books and resources in our agency specifically relevant to LGBTQ communities.
			20. We display posters, brochures, magazines and other materials of interest to LGBTQ people.
			21. Our community service or outreach programs include LGBTQ communities or organizations.
			22. Administrators and staff regularly use the words <i>lesbian, gay, bisexual, transgender, and queer</i> where appropriate in public forums and situations.
			23. If I were an LGBTQ client, I would feel safe and supported enough to be open about my sexuality or gender identity at this agency.
			24. If I were an LGBTQ administrator, volunteer or staff member, I would feel safe and supported enough to be open about my LGBTQ identity at this agency.
			25. There are or have been out LGBTQ in our staff and volunteer pool.
			26. Staff and volunteers are comfortable around LGBTQ co-workers, volunteers and clients.
			28. Staff members and volunteers address homophobic, biphobic, and transphobic behavior among clients.
			29. Staff members and volunteers address homophobic, biphobic, and transphobic behavior among other staff members and volunteers.