
LGBTQ+ INCLUSIVE CHECKLIST

1. INCLUSIVE ENVIRONMENT

- Create a welcoming environment
- Ensure that there is inclusive signage throughout the organization (Safe Zone stickers, posters that have inclusive families and survivors)
- Have inclusive brochures for LGBTQ+ survivors where any other brochures are. Make sure to not segregate the brochures from other ones
- Support groups that are offered need to be inclusive. It is crucial that LGBTQ+ survivors have support available
- Advertise to all survivors, including LGBTQ+ survivors. Let the community know that the organization is inclusive and anyone can access services
- Ensure that survivors are able to self-identify

2. KNOWLEDGE AND TRAINING

- Staff and volunteers have been trained in LGBTQ+ specific abuse tactics
- Staff and volunteers are LGBTQ+ culturally competent
- Staff and volunteers know how to stop bigotry in its place (slurs, hateful speech, etc...)
- When an issue arises, staff and volunteers can effectively educate clients on LGBTQ+ inclusion
- Staff and volunteers are open to learning more about LGBTQ+ victimization
- Staff and volunteers can effectively advocate for LGBTQ+ clients

3. CHECK YOURSELF

- Grade your organization. How accessible are the services, if they are sex-segregated, how does that affect LGBTQ+ survivors, and are they inclusive?
- Look at your own biases. What are things that you struggle with talking about or handling?
- Check your privilege. What privileges do you have that LGBTQ+ survivors do not?
- Have support! Find a support system. Reach out to local LGBTQ+ organizations and learn more

4. SURVIVOR CENTERED SERVICE

- Confidentiality is of the utmost importance
- Are LGBTQ+ survivors asked the same questions as other survivors during intake? Are personal curiosities resulting in inappropriate questions being asked? (genitals, surgeries, sexual history etc)
- Safety planning is LGBTQ+ inclusive (being outed is an issue for LGBTQ+ survivors)
- Intake forms are LGBTQ+ inclusive (gender identity field available)
- When referring a LGBTQ+ client, is the organization affirming or will it re-victimize the survivor?

For more information, questions, or comments, contact Andi at Andi@outreachutah.org

