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**LGBT Inclusivity - Personal Assessment Tool**

This tool was created by the Public Health Alliance for Lesbian, Gay, Bisexual,

Transsexual, Transgender, Two-Spirit, Intersex, Queer and Questioning Equity for the use by staff in Public Health Units and Community Health Centers. It is not “scored” because all of us need to assess ourselves continually because we exist in a heterosexist\* society. We are all a “work in progress” and it is alright to say “no” or “not sure”. No one has achieved complete freedom from heterosexism. Please adapt it with credit and circulate and use it far and wide.

**Please answer “Y” for Yes, “N” for No, “IP” for In Progress or “NS” for Not Sure**

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| I have an equal rights statement posted in my work area (e.g.“positive space” sticker). | Y N IP NS |
| I am honest about the limits of my understanding of sexualorientation and gender diversity. | Y N IP NS |
| I endeavour to use inclusive language such as “partner”instead of “girlfriend/boyfriend” or “wife/husband”. | Y N IP NS |
| When providing individual or group services, I use questionsand comments that are inclusive of all sexual orientations andgender identities.\*\*\* | **Y N IP NS** |
| I treat people of all sexual orientations and gender identitiesas individuals with many roles and identities. | **Y N IP NS** |
| I ask questions to understand the personal lived realities ofothers. | **Y N IP NS** |
| I review forms, histories, posters, etc. regularly for inclusivityand appropriate language. | **Y N IP NS** |
| I keep a list of resources for people who are lesbian, gay,bisexual, transsexual, transgender, two-spirit, intersex, queeror questioning. | **Y N IP NS** |
| I post positive images and posters of sexual orientationminorities and gender diverse people. | **Y N IP NS** |
| I am comfortable working with co-workers of all sexualorientations and gender identities.\*\*\* | **Y N IP NS** |
| I am comfortable working with clients and communities of allsexual orientations and gender identities.\*\*\* | **Y N IP NS** |
| I would feel comfortable if my manager were lesbian, gay,bisexual, transsexual, transgender, two-spirit, or intersex. | **Y N IP NS** |
| I utilize opportunities for ongoing training on sexualorientation and gender identity issues. | **Y N IP NS** |
| I understand how homophobia, biphobia, transphobia\*\* andmonosexism\*\*\*\* relate to other oppressions such as racism and sexism. | **Y N IP NS** |
| I monitor my attitudes, values, behaviours and practice fordiscrimination based on sexual orientation or gender identity.\*\*\* | **Y N IP NS** |
| I examine my own beliefs for heterosexism.\* | **Y N IP NS** |
| I recognize that a person’s appearance, actions or wordsmay not be reflective of that person’s sexual orientation orgender identity\*\*\*, and I avoid making assumptions based onthese characteristics. | **Y N IP NS** |
| I understand that people may engage in sexual activity that isnot consistent with their sexual identity. | **Y N IP NS** |
| I monitor my values and language for generalizations, re:sexual orientation and sexual identity. | **Y N IP NS** |
| I can recognize discrimination by association. (e.g.discrimination against heterosexuals who support the rightsof sexual minorities) | **Y N IP NS** |
| I have been/or would be accepting of an LGBTTTIQQ personcoming out to me. | **Y N IP NS** |
| I am aware of the laws and personnel policies concerningsexual orientation and gender diversity. | **Y N IP NS** |
| I am aware that the presenting problems of lesbian, gay,bisexual, transsexual, transgender, two-spirit, intersex, queerand questioning clients may not be related to sexualorientation or gender identity.\*\*\* | **Y N IP NS** |
| I utilize an anti-oppression framework in my practice. (e.g.acknowledging the privilege society bestows on somegroups) | **Y N IP NS** |
| I monitor my own and others’ double standards, qualifyingstatements and value judgements. | **Y N IP NS** |
| I advocate for policies that include non-discrimination relatedto sexual orientation minorities and gender diverse persons. | **Y N IP NS** |
| I encourage education about sexual orientation and genderidentity\*\*\* in my workplace. | **Y N IP NS** |
| I work to safeguard the rights of sexual orientation andgender diverse minorities. | **Y N IP NS** |
| I confront statements and jokes that discriminate or make funof gays, lesbians, bisexuals, transsexuals or two-spiritpeople. | **Y N IP NS** |
| I challenge gender stereotypes. | **Y N IP NS** |

\* heterosexism – the assumption that all people are or should be heterosexual. Heterosexism is often a subtle form of oppression that silences and makes invisible sexual orientation and gender identities minorities and gives privilege to heterosexuals.

\*\* homophobia, biphobia, transphobia – prejudice, discrimination or oppression against sexual minorities such as gays, lesbians, transsexuals, transgenderists, two-spirit people or those who are attracted to more than one sex/gender

\*\*\* gender identity – a person’s identification of being male, female, intersex, masculine, feminine, transgender or transsexual\*\*\*\*

monosexism – commonly held set of beliefs that exclusive heterosexuality or homosexuality are superior to a bisexual or pansexual orientation