Personal LGBT-Inclusiveness Assessment Tool

Please check appropriate box for each line - your answers are confidential.

Yes	No	In Progress	Don't Know	Indicator
				I have LGBT-positive symbols or posters in my work area *(i.e. rainbow flag, positive space sticker)*.
				I am honest with myself about the limits of my understanding of sexual orientation and gender diversity.
				I try to use inclusive language such as *"partner"* instead of *"girlfriend/boyfriend"* or *"wife/husband".*
				When providing individual or group services, I use questions and comments that are inclusive of all sexual orientations, and gender identities or expressions.
				I acknowledge that people have many roles, characteristics, traits, etc. and are not defined by their sexual orientation, gender identity or expression.
				I review forms, pamphlets, posters, etc., regularly for inclusivity and appropriate language.
				I keep a list of resources and contacts for people who are LGBT or questioning *(OSPN is a good start!).*
				I am comfortable working with co-workers of all sexual orientations and gender identities/expressions.
				I am comfortable working with clients and communities of all sexual orientations and gender identities or expressions.
				I would feel comfortable with an LGBT manager.
				I educate myself (books, articles, movies) on sexual orientation and gender identity/expression issues.

Yes	No	In Progress	Don't Know	Indicator
				I understand that I need to regularly check my attitudes, values, and behaviours for discrimination based on sexual orientation, gender identity or expression (i.e. did I just tell a story saying *"married couple"* with the assumption that people would know I meant a man and woman?).
				I ask clients which pronouns they want me to use when addressing them.
				I recognize that a person's appearance, actions or words _may not_ reflect that person's sexual orientation or gender identity. I avoid making assumptions based on those characteristics *(i.e. a man wearing nail polish isn't necessarily gay).*
				I have been/or would be accepting of an LGBT person coming out to me.
				I encourage education about LGBT issues in my workplace.
				I confront people who make statements and jokes that discriminate or make fun of LGBT individuals and their communities.
				I know the protocols to follow in my workplace, should discrimination occur.
				I feel that I have the knowledge and skills to work appropriately with a broad range of LGBT clients, staff, and members in my agency.
				I ask open-ended questions such as: *"Who are the important people in your life?" "Is there someone who you would like to have involved in your care?"*

What actions, or change in behaviour could you do right away, as a result of this workshop?

Today, I commit to _____ in order to become a stronger ally to LGBT seniors.