

Sample LGBTQ+ Affirming Organization Assessment (Questions Modified from [here](#) and [here](#))

Rate your organization using this scale: 1= Strongly Disagree 2= Disagree 3= Agree 4= Strongly Agree DK= Don't Know NA= Not applicable

1. The program has cultivated a welcoming and affirming physical environment for LGBTQ+ clients, staff, family members, and other visitors, as indicated by:	1	2	3	4	DK	NA
There is availability of at least one all gender/single occupancy restroom, which is accessible to all staff, clients, and visitors.						
There is inclusion of LGBTQ+ information in brochures and other educational materials in waiting rooms and throughout the facility.						
There are visible signs of LGBTQ+ acceptance and celebration throughout the facility (e.g., pride flag, Safe Space stickers, LGBTQ+ inclusive posters, etc).						
2. The program/organization has established an inclusive, nondiscriminatory workplace environment for LGBTQ+ employees, as indicated by:	1	2	3	4	DK	NA
Written policies, including but not limited to nondiscrimination, diversity, and anti-harassment policies, that explicitly include sexual orientation and gender identity/expression (SOGIE).						
Inclusion of policies in employee handbook and new employee orientation programs and associated materials for all staff.						
Discussion of inclusive policies with job applicants during the interview process.						
Hiring practices that assess applicants for awareness and understanding of LGBTQ+ issues.						
The organization has a taskforce or set of staff/board/volunteers or consumers that meet regularly to address the needs of LGBTQ+ staff and clients and service delivery.						
3. The program supports and encourages visibility of LGBTQ+ employees, as indicated by:	1	2	3	4	DK	NA
The organization has visible LGBTQ+ staff.						
The organization collects data on the number of LGBTQ+ staff						
There organization has LGBTQ+ employee recruitment efforts with demonstrated reach of LGBTQ+ applicants.						

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The organization has a process to handle and resolve employee complaints of discrimination or harassment based on sexual orientation, gender identity, and/or gender expression effectively and appropriately.						
The organization has written policies explicitly prohibiting discrimination on the basis of sexual orientation, gender identity, or gender expression in providing compensation and benefits (e.g., family leave, medical leave, bereavement leave).						
The organization offers health and life insurance benefits with same-sex partner benefits, medical benefits to support the needs of trans employees, and paid family leave (as opposed to just maternity leave).						
4. The program ensures that all staff use culturally appropriate language when interacting with all clients, regardless of known or assumed sexual orientation and/or gender identity/expression, and their families, as indicated by:	1	2	3	4	DK	NA
The organization uses forms and policies using the most current LGBTQ+ terminology.						
Regular training is provided to staff to deepen knowledge of their own cultural identities, pervasive social biases, and how to intervene on overt LGBTQ+ bias and microaggressions, whether from clients or other staff members.						
The organization has written policies that explicitly state that the agency does not discriminate on the basis of sexual orientation, gender identity, or gender expression in the provision of services. Such policies shall specifically include families of all clients.						
Non-discrimination policies related to LGBTQ+ care are communicated to clients.						
All reception, intake, and assessment staff are trained to use culturally appropriate language upon hire and on an annual basis. This training should include the use of preferred names, even if/when that differs from the legal name used for billing purposes.						
Intake and assessment forms that use inclusive language and provide for optional self-identification related to, at minimum, name, gender identity, pronouns, sexual orientation, and partnership/marital status.						
The agency has a list of LGBTQ+-affirming referral sources for LGBTQ+ clients with medical, legal, financial, educational, vocational, and other concerns or applicable resources.						
Outreach to and development of relationships with other agencies and providers with expertise in LGBTQ+ issues.						

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Are there any patterns that you observe in your assessment?

How consistent are your answers with your colleagues?

Based on what you see in the assessment, where do you think your organization needs to focus in its work to create more LGBTQ+ inclusive conditions?

Based on what you see in the assessment, where do you think you need to focus in your own work to create a more LGBTQ+ inclusive practice?

Scan the QR Code for a digital copy of this assessment. Assembled by [Youth Outlook](#).

