

Worksheet 6.5

Creating an LGBTQ-Friendly Agency

List three strategies in each of the following areas that will help you create an LGBTQ-friendly agency.

Working With Your Organization's Management:

1. Create LGBTQ-friendly policies and procedures. Include sexual orientation and gender identity in your agency's non-discrimination and sexual harassment policies. Recognize that a non-discrimination clause is not enough.

2.

3.

4.

Working Outside Your Organization:

1. Develop working relationships with LGBTQ service providers in your area and with organizations specifically serving bisexuals and transgender people.

2.

3.

4.

Working With LGBTQ Survivors:

1. Use gender-neutral language and the terms/labels the individual in front of you uses.

2.

3.

4.

Working on Your Own:

1. Assess your own values/beliefs regarding sexual orientation and gender identity, and address your internal biases.

2.

3.

4.