LGBTQ+ Inclusion Assessment Tool for Disability Service Providers

*For each statement, circle **yes**, **no**, or **I don't know (?)**. For any **no** answer, consider this an opportunity to improve your LGBTQ+ inclusivity. If you don't know an answer, check your policies or talk to supervisors to learn more.*

1	We have an anti-discrimination policy that forbids harassment and discrimination based on sexual identity, gender identity, and gender expression.	**Y**	**N**	**?**
2	Our forms have more than two choices for identifying gender.	**Y**	**N**	**?**
3	Our staff state their pronouns and ask those they support what pronoun they want to be called.	**Y**	**N**	**?**
4	We include LGBTQ+ people in our brochure, on our website, and in our statement of who we serve.	**Y**	**N**	**?**
5	We use LGBTQ+ inclusive language in our curriculum and in everyday conversation.	**Y**	**N**	**?**
6	Our agency has held trainings or workshops and has hosted speakers about LGBTQ+ topics.	**Y**	**N**	**?**
7	We have a collection of materials addressing how to support LGBTQ+ people with disabilities.	**Y**	**N**	**?**
8	People are allowed to use the bathroom or locker room that aligns with their gender identity and we have accessible gender neutral bathrooms.	**Y**	**N**	**?**
9	We display posters, brochures, magazines, and other materials relevant and accessible to LGBTQ+ people with and without disabilities.	**Y**	**N**	**?**
10	Our agency is a safe and supportive place for LGBTQ+ staff and people receiving services to "come out".	**Y**	**N**	**?**
11	Our agency has openly LGBTQ+ staff.	**Y**	**N**	**?**
12	Direct service staff members are aware of local and online resources for LGBTQ+ people.	**Y**	**N**	**?**
13	Staff are comfortable around LGBTQ+ co-workers and people.	**Y**	**N**	**?**
14	Staff members address homophobic and transphobic behavior among co-workers and among people receiving services.	**Y**	**N**	**?**