



30 years of keeping
our communities safe

TIPS FOR CREATING DIALOGUE WITH POTENTIAL LGBTQ CLIENTS

Preambles:

- “We recognize that people identify themselves different ways, so we would like to ask the following questions to better understand your situation...”
- “In our effort to match clients with the appropriate services, we ask these questions of everyone at the intake/assessment to better understand your needs.”
- “Our policy allows people to be addressed by their preferred name and gender pronoun/use the restroom of their choices...”
- “To fill out this paperwork, you can put down your preferred/desired name...”

Names & Gender Pronouns:

- “What is your preferred name?”
- “Is there another name you’d like me to use?”
- “Would you be willing to share with me the name or pronoun you prefer to use?”
- “What gender pronoun are you most comfortable using?”
 - Avoid using gender pronouns when you don’t know what a person is comfortable with.

Sexual Orientation and Gender Identity

- “How would you identify your sexual orientation?”
- “How would you identify your gender identity?”
- “Is your reason for getting help related to any issues around your sexual orientation or gender identity?”

Relationships

- “Can you tell me about your partner, and how they identify?”
- “Are you currently dating, sexually active or in a relationship(s)? If yes... how do your partner(s) identify?”
- “How important/significant is this (are these) relationship(s) to you?”
- “If you have had previous relationships, how did your previous partners identify?”

Interview Questions for Specific to LGBTQ Communities

- Can you tell me about any particular problems you have faced because of discrimination around your sexual orientation/gender identity?
- Are you out about your sexual orientation / gender identity?
 - At work? At school? At home? With new acquaintances?
- Tell me about your family. Is your family accepting of your sexual orientation / gender identity? Do you have support from your family?