

CREATING AN LGBTQ-FRIENDLY AGENCY: WORKSHEET

List two or three strategies for accomplishing each of the following goals in your own agency. Sample strategies are given to get you started.

A. Solicit top management’s commitment to making your services anti-racist and LGBTQ-friendly for clients, employees, and volunteers.

- Include sexual orientation and gender identity in your agency’s non-discrimination and sexual harassment policies.

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B. Let Clients know that your agency is committed to working with LGBTQ people.

- Include LGBTQ perspective related to DV/SA in all agency publications, and make sure all print materials for clients explicitly include LGBTQ issues.

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C. Ensure that staff and volunteers have opportunities to learn about LGBTQ issues, and the attitudes, knowledge and abilities to serve LGBTQ clients.

- Provide anti-homophobia/transphobia and heterosexism training for all staff and volunteers.

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D. Ensure that staff and volunteers reflect the community the agency serves.

- Recruit LGBTQ staff and volunteers, including LGBTQ people of color.

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E. Provide culturally appropriate services to LGBTQ people.

- Organize support groups for LGBTQ victims.

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