

Best Practices for Creating LGBTQ+ Inclusive Environments

- Use language that is gender neutral
 - Folks/y'all/everyone/staff/students instead of ladies and gentlemen/boys and girls
 - Use “they” pronouns by default and/or include pronouns as part of introductions
- Equal queer & trans representation
 - In anything you produce or present, include LGBTQ+ folks in images, scenarios, etc.
 - If you aren't explicitly including LGBTQ+ people, you're excluding them!
- Non-gendered groups/pairs
 - When grouping people together, don't make gender the way they divide or pair up
- Discuss confidentiality and respect it when it is established
 - As a rule, do not disclose information on people's identities to anyone else
 - Get clarification from individual people on how they would like their confidentiality to be respected
- Learn things and ask questions on your own (Don't rely on LGBTQ+ people)
 - There are lots of places to educate yourself– online, in books, through stories
 - Take correction, expertise and input from LGBTQ+ folks and allies when and if they choose to offer it; LGBTQ+ people may offer their lived experiences– recognize this is a gift, express gratitude, and remember no single person's experience is necessarily universal
- Challenge gender norms in yourself and others
 - practice resisting the urge to
 - try to guess another person's gender or sexual/romantic identity
 - automatically assume that people around you are straight and cisgender
 - speak up when someone else makes an assumption about gender
 - experiment with breaking gender stereotypes and encourage others to do the same