

## Creating a Clinical LGBTQ+ Safe Space

### Self-Assessment: What Actions Can I Take?

Below are possible actions you can take to welcome LGBTQ+ patients in your practice. Read through the items on this list and place them in one of the following categories by checking the appropriate box beside each statement.

Put a check in the “Not Comfortable /Not Able” column next to actions you do not yet feel prepared to take. They may come with consequences you would need to consider carefully, or they may simply not be feasible in your clinic at this time. You would need more knowledge and experience to take these actions, or an administrative change you cannot make.

Put a check in the “Ready/ Willing to Start” column next to actions you are not yet taking, but you may be ready with a little more knowledge, experience, or time. You can foresee yourself taking these actions, or you are ready to begin taking these actions.

Put a check in the “Already Doing This!” column next to actions that you are already doing and feel comfortable with.

<b>Self-Assessment Tool: Provider Action Steps</b>		Not Comfortable /Not Able	Ready/ Willing to Start	Already Doing This!
1.	Learn about LGBTQ+ culture by reading books or articles, or doing online research.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Have LGBTQ+ community literature &/or magazines available in your waiting room.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Amend the “gender” question on your intake form to be inclusive of individuals who are transgender or gender nonconforming.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Do not aggregate data from trans women and men who have sex with men.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Have information about HIV testing and PrEP available in the waiting room.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6.	Work on changing my assumption that everyone is heterosexual unless/until they state otherwise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Work on changing my assumption that I know someone's gender identity based on their biological sex.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Practice using inclusive, non-gender specific language. ("The patient's name is Jordan. They identify as transgender. They prefer pronouns they/them/their.")	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Attend a cultural event such as a Pride festival, a lecture from an LGBT scholar, a trivia night hosted by an LGBT community group, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Confront others (including other staff members) when I hear them use derogatory language and/or homophobic jokes, or other inappropriate behaviors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Post a sign in my office indicating it is a safe zone for LGBT individuals, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	Post a sign in the waiting room indicating it is a safe zone for LGBT individuals, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	<i>Write your own step here...</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Use the space below to brainstorm other possible actions you can take: