

Quick Organizational Audit: LGBT Visibility & Inclusion

Often we have only a short window of time to communicate that we are open and prepared to support a person who is experiencing domestic violence or sexual assault. Ensure that your organizations commitment to supporting lesbian, bisexual, trans and gay survivors is **VISIBLE** when people enter your organization, read your outreach brochures or check out materials. It can make all the difference.

In the organizational audit below, take ten minutes to walk through your program and identify all the information you can find that represents lesbian, bisexual, trans and gay (LBTG) people – some of this material may be negative and some may be positive. Identify areas of strength and areas where your organization can use improvement.

This information can be used in the first steps of a **LBTG Visibility and Inclusion Plan!**

Enter the front door of your agency, office, shelter.

- How would a person entering your agency know that they were welcomed to be out as a lesbian, bisexual trans, gay or otherwise queer person?
- What overt information would tell a person that it is ok or not ok to “be out”? What covert information would tell a person that it is ok or not ok to “be out”?
- How would a person entering your agency know that they were welcomed to be out as a survivor of or a person experiencing sexual or domestic violence?

Take a quick inventory of your agency’s posted are and messages.

- What posters, signs, etc. include images or information about LBTG people?
- What posters, signs, etc. include images or information about sexual or domestic violence in LBTG community?

Take a quick inventory of your agency’s bookshelves.

- What books, magazines, videos, etc. include stories and information about LBTG people, history, liberation struggles, current events or community and cultural life?
- What books. Magazines, videos etc. include stories and information about LBTG people and the experience or domestic and sexual violence?
- Are these materials integrated into other resources?
- Do they stand alone?

A quick inventory of your agency's outreach materials.

- Would an LBTG person find their experience represented in outreach materials?
- Do the materials use inclusive language? (ex: avoids pronouns or uses alternate pronouns when speaking of abusers)
- Do the materials name the issues of battering and sexual assault in LBGT communities?
- Would an LBTG person find pictures or images in the outreach materials that represented LBTG people or identified your program as an ally to LBTG people?

A quick inventory of your agency's policies.

- Is discrimination based on gender identity or sexual orientation prohibited in service delivery, hiring practices and other organizations business?
- Are policies inclusive of sexual minority and gender variant people?
- Do recruitment efforts for staff, volunteers, and governing body members (i.e. Board of Directors, Collective members etc,) actively recruit sexual minority and gender variant people?

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