

# Becoming a Gender Inclusive Environment



	"My pronouns are..." for email, introductions, nametags and video calls
	Consider adding trauma-informed practice to staff training
	Have out LGBTQ+ staff and management
	Do outreach to the LGBTQ+ community
	Use neutral pronouns (they them their) for those who prefer them or if unsure of someone's preference
	Nonbinary options on forms, intake
	Gender (and ethnically) diverse images and examples in all materials
	Banish unnecessary binary language ("boys and girls" "husbands and wives" "gay and straight")
	Be aware legal ID for trans/nonbinary youth might not identify them correctly
	Offer flexible/multiple options for gender and preferred name on intake/tracking forms
	Acknowledge the + in LGBTQ+ (nonbinary, genderfluid, genderqueer)
	We are all doing a gender—don't silo gender as LGBTQ+
	Gender-neutral single stall restroom options
	Make gender competence a core PD and DEI priority

