



LGBT Cultural Competency Assessment For the Individual Employee

Please check an appropriate box

INDICATOR	YES	NO	IN PROGRESS
I take advantage of opportunities to learn about diversity.			
I ask questions to learn more about the lived realities of others.			
I try to use inclusive language such as “partner” rather than “wife/husband” or “girlfriend/boyfriend.”			
I have a safe space sticker, rainbow or other sign of being an ally (supporter of diversity) in my workplace.			
I keep a list of resources for clients who are LGBT in case they need extra supports.			
I self-reflect on my attitudes and behaviour towards minorities.			
I regularly review forms, posters and other workplace documents for inclusivity.			
I would feel comfortable responding appropriately to someone coming out to me as transgender.			
I am comfortable working with “out” LGBT clients and co-workers.			
I speak up when people use language or jokes that might be hurtful to LGBT people (i.e. “That’s so gay”)			
I am reasonably knowledgeable about the LGBT community (i.e. I know what the letters mean, about Pride Week and the rainbow flag, etc).			

*This assessment was adapted from Ottawa Senior Pride.