Checklist for Creating an LGBTQ+ Inclusive School

School Climate

☐ Use inclusive, non-gendered language such as “students” or “scholars” to address all members of the school community in lieu of gendered language such as “guys.”

☐ Use inclusive schoolwide messages that emphasize “All people can... (dance, cook, have short or long hair, do math, make art, etc.).”

☐ Sort students in ways that do not rely on gender, such as by numbers, colors in the rainbow, common interests. Avoid sorting by gender and physical characteristics (ex: boys line up here, girls line up there, eye or hair color).

☐ Display images in the classroom and hallway that reflect both LGBTQ+ and gender diverse people with a range of gender expressions.

☐ Support students in using facilities (restrooms and locker rooms) aligned with their gender identity.

☐ Affirm pronouns by creating a school or classroom climate where pronouns are respected.

☐ Establish a GSA (Gender and Sexuality Alliance).

☐ Ensure educators are safe to be “out.” LGBTQ+, transgender and non-binary educators and staff members need to know they are safe to be “out” at work.

☐ Utilize teachable moments to not only stop negative anti-LGBTQ+ behavior, but to also educate about LGBTQ+ terminology, history and current events.

☐ Establish processes to ensure that every LGBTQ+ student has a caring adult in the building who connects with them.

☐ Encourage and support staff in being allies to LGBTQ+, transgender and non-binary students.

LGBTQ+ Inclusive Materials

☐ Confirm all curriculum includes a full spectrum of gender identity and sexual orientation perspectives, voices, histories and current events.

☐ Use lesson plans and classroom examples designed to expand your students’ understanding of gender and sexuality.

☐ Include books and resources in your library that feature people with expansive gender identities and expressions.

☐ Model and provide examples of eliminating gender stereotypes to students.

☐ Create opportunities for your class to examine social media and books to increase their media literacy around LGBTQ+ topics.

☐ Update sexual health and human growth and development curriculum to be inclusive of all sexual orientations and gender identities.

☐ Build LGBTQ+ student allies through intentional activities, modeling and using teachable moments.

School Events

☐ Review event communications for language inclusive of all genders and family structures. Use inclusive language such as “families” or “students” in lieu of “Mom and Dad,” “Ladies and Gentlemen” or “Girls and Boys.”

☐ Verify event organizers are educated about students’ First Amendment right to attend events with a date of any gender.

☐ Identify staff members who ensure that every student feels welcome at school events.
Policies and Procedures

☐ Confirm anti-bullying and nondiscrimination policies specifically enumerate sexual orientation, gender identity and gender expression as protected categories.

☐ Provide all-gender restrooms and private changing areas that are available to all students.

☐ Review all forms used in your school (registration, attendance, class lists, etc.) to ensure they affirm the names and pronouns of students and caregivers.

☐ Review dress code policies to ensure they are gender neutral, equally enforced for students of all gender identities and expressions and free of racial bias.

☐ Ensure dress code policies describe appropriate clothing without assigning clothing options to particular genders (ex: choir concert attire - white tops, dark bottoms).

☐ Evaluate school climate using student and staff surveys that specifically ask questions related to LGBTQ+ student experiences annually.

Confidentiality

☐ Understand that FERPA requires you to protect the confidentiality of students related to their gender identity and sexual orientation.

☐ Show great caution not to share students’ sexual orientation or gender identities without that student’s permission.

☐ Confirm school privacy policies explicitly assert the confidentiality of information pertaining to students’ sexual orientations and gender identities.