



Checklist for a Welcoming and 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 forcing students to make gendered choices (ex: boys line up here, girls line up there).
- ☐ **Group student activities not by gender** - including choir, physical education and human growth and development education.
- ☐ **Encourage students to connect** with other students based on interests and activities that they enjoy rather than connecting with other students solely based on gendered activities.
- ☐ **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.

Gender Inclusive Materials

- ☐ **Ensure all curriculum** includes the perspectives, voices, histories and current events of people with different gender identities and expressions.
- ☐ **Use lesson plans and classroom examples** designed to expand your students’ understanding of the gender spectrum.
- ☐ **Read books** that teach about gender and break down stereotypes related to gender expression and gender identity.

- ☐ **Include books and resources** in your library that feature people with expansive gender identities and expressions.
- ☐ **Create displays** that show a wide range of occupations and achievements for all genders.
- ☐ **Model and provide examples** for students that disrupt gender stereotypes.

Policies and Procedures

- ☐ **Ensure anti-bullying and non-discrimination** policies specifically name groups more frequently targeted for harassment including sexual orientation, gender identity and gender expression.
- ☐ **Review all forms used in your school** (registration, attendance, class lists, etc.) to ensure they affirm the names and pronouns of students and caregivers.
- ☐ **Ensure students’ affirmed names and pronouns** are on lists that could be seen by other students or families (class lists, grade postings, seating charts).
- ☐ **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).

Building Family/School Connections

- ☐ **Ensure that classroom family and caregiver events** are welcoming for the families and caregivers that are in your students’ lives.
- ☐ **Hold school meetings at community centers** or other accessible locations for your families.
- ☐ **Check to make sure your school calendar** reflects important holidays and celebrations for all families.