



REFRAIN

- Don't wait for a trans, non-binary, polyamorous family or queer couple to educate you
create an 'audit' / pay for a professional site visit to find places of unintentional erasure/harms
- Don't leave a mistake uncorrected. Also, don't harp on a mistake
it shifts the focus to taking care of your feelings
- Don't assume someone is straight because they appear to be in a straight relationship
Ask / Listen!
- Don't assume the pregnancy will be difficult just because a person is L,G,B,T,Q,I,+
- (Do NOT reference your one gay friend or a queer client)
- gendered language: reading materials, handouts, references

CONTACT

WEBSITE:

<https://www.rmequality.org/training-education>

EMAIL:

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BEST PRACTICES

LANGUAGE:

- Interrupt the dominant narrative. Share your pronouns!
- ASK about sexual orientation, gender identity and/or relationship status
- ASK about correct pronouns and make sure everyone will USE them!
- (if relevant) ASK about body part language for everyone.
- Match the language your client is using
- Continue to become aware of the ways heteronormativity impacts your own life and your practice

VISUALS / FORMS:

- Gender Inclusive Visuals (physical space, handouts, website, artwork, etc)
- Gender Neutral Restrooms
- Gender Affirming Language (ALL forms, website, etc)
- Have enough seating for polyamory families
- Visible anti-discrimination statement / sign/ policy that include sexual orientation, gender identity and family structures
- Gather information ONLY that is relevant to your services

TRAUMA-INFORMED APPROACH, create practices of:

- Safety
- Trustworthiness & transparency
- Peer support
- collaboration & mutuality
- Empowerment voice & choice
- Cultural, historical and gender context
- Use Patient Centered Care

BUILD NETWORK

- Hire staff with lived experience & offer them specialized support
- Train all staff
- Be knowledgeable on related needs, specific to your specialty
- Ongoing training, professional support (not just once a year)
- Gather referrals ahead of time (cbe classes, support groups, yoga providers)

ENGAGEMENT

- **Keep reading books (even queer fiction), listening to podcasts, seeing queer films, hearing queer stories** - developing gender / orientation acuity and flexibility
- Increase comfort with language and changes

FEEDBACK

- Offer ways to give you feedback (directly or indirectly)
- Practice gratitude, acknowledgement, and accountability