

10 KEY QUESTIONS

for LGBTQ+ Inclusive Recovery Programs

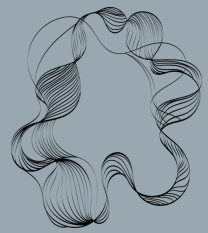


01. Inclusion

How are we ensuring that our treatment programs are inclusive and affirming of LGBTQ+ individuals throughout the year, not just during Pride Month?

How does the language of our forms reflect inclusive sexual orientations and gender identities?

02. Language



03. Onboarding

How do we onboard new staff members into our shared vocabulary of inclusivity?

What mechanisms exist for staff members to express concerns free of retaliation?

04. Feedback



05. Norms

How does our programming currently center heterosexual relationships and the gender binary as “normal, standard, and good?”

How are staff instructed to respond to instances of clients using hate speech?

06. Hate Speech

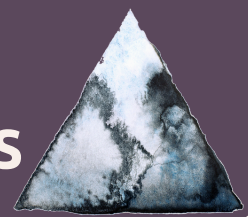


07. Education

How are staff educated on gender and sexual orientation?

What partnerships do we maintain in the community to support enriched aftercare support for LGBTQ+ individuals?

08. Partnerships



09. Mentorship

What mentorship or coaching do we offer staff who may struggle with inclusive ideas about gender and sexual orientation?

How can we shift our conversation from talking about needs and deficits to strengths?

10. Strengths

