

Queer & Trans Inclusive Business Checklist

This is not an exhaustive list. Contact your local queer/trans organization for input on additional actions you can take.

Pronouns are added and used throughout the workplace:
in email signatures, in presentations and meetings, on name tags, etc.

Have non-gender-specific/gender-neutral washrooms

Have regular ongoing training on better supporting queer/trans staff, clients, customers, etc.

Your organization donates to your local Pride/LGBTQ2S+ organization(s)
OR you and your staff volunteer their time

Review all your organizational policies, forms, and documents for gender-neutral language

Develop procedures and guidance for addressing homophobia, transphobia towards your staff, clients, customers, etc.

Ensure your queer/trans work uses an intersectional approach and takes race, ethnicity, disability, etc. into account.

Rainbow Washing is when a business/organization displays a Pride Flag while doing no work to advance queer inclusion. Rainbow visuals like Pride Flags are extremely important for queer people to see but more importantly, we need people, businesses and organizations to do the work - and the work needs to be done all 12 months of the year.

