

## Is Your Space Positive?

*Adapted for primary care practice teams from the Ontario Public Health Association's manual "A Positive Space Is A Healthy Place", for making your organization inclusive to people of all sexual orientations and gender identities*

Answer Yes, No, or In Progress

The practice has clearly written non-discrimination and harassment policies that explicitly include sexual orientation and gender identity.	Y	N	IP
The waiting room, examination rooms and IHP offices display an equal rights statement (e.g. a "positive space" sticker), the rainbow flag, or a visible non-discrimination statement.	Y	N	IP
There is a list of resources available for people who are LGBTTIQQ (lesbian, gay, bisexual, trans, two-spirit, intersex, queer, or questioning) in the waiting room.	Y	N	IP
There is a gender-inclusive washroom that is clearly labelled for both staff and patients.	Y	N	IP
All members of the practice team are comfortable working with colleagues and patients of all sexual orientations and gender identities.	Y	N	IP
All members of the practice team work to safeguard the rights of sexual orientation and gender diverse minorities.	Y	N	IP
All members of the practice team endeavour to use inclusive language such as "partner" instead of "girlfriend/boyfriend" or "wife/husband".	Y	N	IP
There is evidence that actively "out" individuals are employed, supported and welcomed within the HFHT.	Y	N	IP
All members of the practice team are offered LGBTTIQQ competency training to work effectively with LGBTTIQQ staff, patients, and community partners.	Y	N	IP
All members of the practice team have the knowledge and skills to use LGBTTIQQ culturally appropriate language.	Y	N	IP
Family Physicians have the knowledge and skills to address homophobic, biphobic and transphobic comments verbalized by their team members and patients.	Y	N	IP
All members of the practice team assess for prevalent risk factors in the LGBTTIQQ community such as social isolation, harassment, depression, suicide ideation, and substance use.	Y	N	IP
Clinical providers are aware of the unique challenges faced by LGBTTIQQ individuals, such as misconceptions about bisexuality, the meaning of "two-spirit", how trans patients can obtain sex reassignment surgery, hormones, etc.	Y	N	IP
Practice staff are comfortable asking LGBTTIQQ patients about an aspect of their lives they may not fully understand, in order to provide best care.	Y	N	IP
The workplace creates a safe and supportive environment for LGBTTIQQ staff to use their expertise to enhance the workplace's cultural competency on LGBTTIQQ issues, without being stereotyped as a one-issue person.	Y	N	IP

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