



**Out &
Proud
Program**

fact sheet

Strategies To Make Your Workplace And Residential Setting Welcoming To LGBT People

1. Put up posters that declare your space a “safe space” for LGBT people. CAS of Toronto has posters which give this message as well as stickers to put on date books, making them a portable safe space whenever you display them. Rainbow flags or other easily recognizable symbols of the LGBT community can also be displayed.
2. Whenever a homophobic or stereotyping remark is made, call the person on their homophobia. Make it clear that this kind of behaviour is not acceptable.
3. Do not assume that all people are heterosexual. Use the word “partner” when referring to a boyfriend/girlfriend or husband/wife. Rather than saying, “Are you married?” ask, “Do you have a partner?” If you are asking a youth ask if they have a boyfriend or a girlfriend regardless of whether they are male or female.
4. Advertise events such as PRIDE as you would for example, for Caribana or the Santa Clause Parade.
5. Educate yourself on LGBT issues.
6. Bring in speakers, books and videos that positively portray LGBT people and the community.
7. Have pamphlets and brochures for agencies dealing with the LGBT community.
8. Read the Lesbian, Gay, Bisexual Effective Practice Guidelines for a complete understanding of how to make your workplace/residential setting more inclusive of LGB people.

**Fostering Safe Spaces For People Of All Sexual And Gender Diversities:
Lesbian, Gay, Bisexual, Transsexual, Transgendered, Intersex,
Queer, Questioning And Others**