

LGBTQ+ INCLUSIVITY & AFFIRMATION ASSESSMENT TOOL



<https://sogieceter.org>

This assessment provides behavioral health professionals with an actionable way to gauge an organization's strengths and areas for improvement related to LGBTQ+ inclusive and affirming practices.

According to a 2025 Gallup survey, approximately 9.1% of U.S. adults identify as LGBTQ, a figure that has steadily increased over the past decade as social acceptance and visibility have grown (Jones, 2025). This percentage is particularly higher among younger generations, with 1 in 5 of individuals aged 18 to 27 identifying as LGBTQ (Jones, 2025). In terms of high school-aged students, data from the Centers for Disease Control and Prevention's (CDC) 2023 Youth Risk Behavior Survey reveals that 22.3% of high school students identified as LGBTQ, reflecting a notable increase from previous years (CDC, 2023). This shift demonstrates the growing visibility and acceptance of diverse sexual orientations and gender identities and the need for LGBTQ+ affirming and responsive organizations.

As you complete this assessment, you will score each indicator on a scale of 0 to 2.

Rating of 0: the action has not been addressed at all.

Rating of 1: the action has been partially met, but not in proportion to the estimated LGBTQ+ population you serve. For example, using the Gallup survey information above, organizations serving older adults should have 9.1% of their trainings, resources, and the programs tailored in consideration of the LGBTQ+ community. For organizations serving high school students or young adults, the percentage should be around 20%.

Rating of 2: the action is fully met in proportion to the population you serve.

Services

Question	Rating (0-2)	Comments
Are resources available for LGBTQ+ employees? (e.g., employee resource groups, anti-discrimination policies, inclusive benefits for diverse families)		
Are there resources available for LGBTQ+ clients and visitors? (e.g., support groups or other direct services tailored to the needs of this population, referral lists to local LGBTQ+ services, etc.)		
Are there tailored evidence-informed or evidence-based programs offered by the agency to address unique circumstances of LGBTQ+ people?		
Are community events, meetings, or conferences LGBTQ+ inclusive in their content and speakers?		

Online Presence

Website Language & Imagery

Question	Rating (0-2)	Comments
Are LGBTQ+ individuals represented in your website's images, content, or testimonials?		
Does the language on your website include inclusive terms (e.g., gender-neutral, inclusive pronouns)?		
Does your website contain up-to-date resources or information relevant to LGBTQ+ individuals (e.g., policies, support services)?		
Does the staff directory on your website include the pronouns of the people listed?		
Does your website feature visible LGBTQ+ affirming policies, statements, or values? (e.g., a clear statement of LGBTQ+ inclusion in your "About" or "Values" section)		
Is the website accessible for individuals with diverse needs (e.g., clear font, alt text for images, mobile-friendly design)?		

Online Presence

Social Media Presence

Question	Rating (0-2)	Comments
Are LGBTQ+ issues and individuals represented regularly on your social media platforms (e.g., Pride Month celebrations, stories of LGBTQ+ employees, families, or programs)?		
Does your organization post or amplify LGBTQ+ voices, stories, or experiences in a respectful, inclusive manner?		
Are LGBTQ+ followers and comments engaged with respectfully on social media?		
Does your social media use inclusive language (e.g., using gender-neutral terms like “they” and “their” when referring to people whose gender is not specified)?		
Are any harmful stereotypes or offensive content relating to LGBTQ+ individuals avoided or swiftly addressed (e.g., comments from others)?		

Representation

Question	Rating (0-2)	Comments
Are LGBTQ+ individuals represented in leadership positions within the organization?		
Does the organization engage with local LGBTQ+ communities or support LGBTQ+ initiatives, charities, or events?		
Does the organization have any formal partnerships (through letters of commitment, MOUs, or contracts) with LGBTQ+ community-based organizations or contractors?		
Does the organization actively support the LGBTQ+ community beyond Pride Month (e.g., year-round advocacy, charity work, or participation in LGBTQ+ events)? <i>To assess this, you can review what services are offered year-round or what the agency posts on their social media year-round.</i>		

Staff Training & Awareness

Question	Rating (0-2)	Comments
Do your employees receive LGBTQ+ inclusion training as part of their onboarding?		
Do your employees receive LGBTQ+ inclusion training as part of their ongoing professional development?		
Are staff encouraged to use inclusive language (e.g., asking for and using pronouns, respecting gender identity)?		
Are spaces offered to staff to discuss challenges they have with the content or ask questions about LGBTQ+ topics they need more help with?		

Policies & Communications

Questions	Rating (0-2)	Comments
Does your organization have a non-discrimination policy that explicitly includes sexual orientation and gender identity?		
Are your workplace policies, procedures, and benefits (e.g., health insurance, parental leave) inclusive of LGBTQ+ employees and their families?		
Are policies around LGBTQ+ inclusion communicated effectively to both employees and external stakeholders (e.g., via website, in training materials, during onboarding)?		
Does the organization openly communicate its commitment to LGBTQ+ inclusion at events, in promotional materials, and through leadership statements?		

In-Person Spaces

Physical Environment

Question	Rating (0-2)	Comments
Does your physical space feature visible symbols of LGBTQ+ inclusion, such as Pride flags, safe space stickers, or posters?		
Is there inclusive signage for facilities (e.g., gender-neutral restrooms, pronouns listed on name tags, neutral “hygiene products” signs)?		
Are their physical resources in the space, like brochures and educational resources, that include LGBTQ+ topics?		
Do your in-person events or activities actively welcome LGBTQ+ individuals and their participation (e.g., visual cues of safety, inclusive language during the event, access to gender neutral restrooms)?		

Total Score & Analysis

After completing this assessment, organizations should total their scores and analyze the following:

- **Rating of 21-31:** Highly inclusive and affirming; continue maintaining efforts.
- **Rating of 11-20:** Moderately inclusive; some areas need improvement.
- **Rating below 10:** Significant gaps in inclusivity; develop a clear plan for improvements.

Next Steps

The tools, training, and guidance needed to implement these practices already exist. No matter where your organization's needs are, implementing positive changes is possible with the right tools and support. These resources can be found at the [National SOGIE Center](#). For tailored support, [submit a technical assistance request](#) today or explore more at [sogiecenter.org](#).

This assessment was informed by the following sources:

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