

Self – Evaluation of Non-Biased Behavior

Adapted from Project 10: *Addressing Lesbian and Gay Issues in Our Schools*

To complete the self-assessment:

- Rate yourself for each item along the continuum: Never, Sometimes, Always

1. **Attitude:** I take the idea of equality for people who are LGBTQ seriously. For example, I do not put down gays and lesbians, or joke about their abilities, backgrounds, traits or sexual behavior.

Never Sometimes Always

2. **Language:** I use non-biased language. For example, I do not refer to people who are LGBTQ as “faggots,” “dykes,” “queers,” “homos,” etc.

Never Sometimes Always

3. **Generalizations:** I avoid generalizations that reinforce stereotyping. For example: “gay men are not masculine” or “lesbians don’t like men.”

Never Sometimes Always

4. **Facts:** I communicate accurate and factual knowledge about LGBTQ people and the issues they face.

Never Sometimes Always

5. **Personal Comfort:** I am comfortable discussing LGBTQ issues when they are brought up by clients.

Never Sometimes Always

6. **Peer Interactions:** I bring it to the attention of co-workers when a comment or joke they make is homophobic.

Never Sometimes Always

7. **Consulting with Peer:** I and my peers challenge each other if we make assumptions about the gender or sexual orientation of clients.

Never Sometimes Always

8. **Professional inclusion:** Language on the professional forms accessed by clients related to my services are language and gender inclusive. For example, forms ask for the name of “Parent” & “Parent” rather than “Mom” & “Dad”.

Never Sometimes Always

9. **Systemic Awareness:** I do my best to eradicate homophobia within the systems where I work and/or to make systems more inclusive. For example, I speak out against homophobic or heterosexist language or practices taking place within my law firm, counseling agency, the court system, etc.

Never Sometimes Always
