

Roadmap to Inclusivity

Allow for Self Identification

- Find a variety of ways (verbal, visual) to demonstrate inclusivity, respect and safety
 - Verbal examples: Introducing yourself including your pronouns
 - Visual examples: Pronouns in your email signature, wearing a Pride Flag pin
- Include space to identify sexual orientation and gender identity when collecting demographic information

Commit to your values in writing

- Treat sexual orientation/gender identity info as other private/confidential info
- Make sure you have and follow written commitment values on your website and employee handbook

Create Inclusive spaces

- Display "Safe Space" posters, Napa Strong Enough sign, and LGBTQ resources and publications in your organization's space, website, and promotional materials

Develop inclusive language habits

- Use gender inclusive language
 - Instead of: Man/Woman try Person
 - Instead of: Ladies and Gentleman try Everyone or Y'all
- Review position titles and honorifics for gender inclusive language

Our next training:

tinyurl.com/thisisnotareallink

