Transgender Inclusivity Scale

FOR NON-PROFIT & SERVICE PROVIDING ORGANIZATIONS

Review the following 6 stages of transgender inclusion and determine into which stage you believe that your organization falls.

1. Actively Discriminatory - An organization that is "Actively Discriminatory":
   - Has policies and procedures that ban/inhibit transgender people from accessing the space or services.
   - Operates under the idea that transgender people are mentally ill.
   - Has staff people who view transgender people as freaks, or deviants.
   - Assumes that there are only two sexes and genders, and that gender must be or should be congruent with the sex assigned at birth.
   - Has no desire to learn about or provide services for transgender people.
   - Actively discriminates against transgender people, has actively enforced policies of transgender exclusion.
   - Believes that "there are no transgender clients" within their client base or community.
   - Unintentionally ignores the specific needs of transgender people due to ignorance about related identities and challenges.
   - Frequently discriminates against transgender people, has policies of transgender exclusion that are enforced on a case-by-case basis.

2. Overtly Prejudiced - An organization that is "Overtly Prejudiced":
   - Has only a vague awareness of the existence of transgender people
   - Does not welcome transgender people or only specific staff members welcome transgender people.
   - Does not acknowledge or address microaggressions (such as rudeness, funny looks or derogatory remarks) made by staff about transgender people.
   - May look down on transgender people as people who are always in a lot of emotional pain.
   - Has a staff that acknowledges that there may transgender clients, and that the organization may not be meeting their needs
   - Has organizational leadership that may not acknowledge the importance of being proactive about transgender issues and minimizes the differences between LGB and Transgender clients.
   - Lacks the desire or action to increase understanding of transgender identities and issues.
   - Has staff that are nervous or unsure in their work with transgender people.
   - May feel that because transgender people are statistically infrequent, that it is not a wise use of time or money to serve transgender clients.
   - Has staff that believes strongly that transgender people are victims of their identities and will face a lifetime of pain because of their transgender identity and experience.
4. **Active** - An organization that is "Active":
- Acknowledges its weaknesses in serving transgender clients, with an understanding that there is room for improvement (may not understand what or how to improve).
- Has a preliminary understanding of intersectionality and how it affects transgender clients.
- Has some staff working to create organizational changes to make it safer for transgender clients.
- Begins to assess how the organization can meet the needs of transgender clients.
- Hires transgender people to help diversify the staff.
- Works to create inclusive spaces by modifying the forms and physical space (e.g., gender-neutral bathrooms or a safe alternative, intake forms, client: records, etc.)
- Attempts to meet the needs of transgender clients, but perhaps with only marginal success.
- Has transgender-inclusive human resources policies (legal name protections, etc.).

5. **Friendly** - An organization that is "Friendly":
- Is accepting and respecting of differences between LGB and Transgender clients.
- Has a solid understanding of intersectionality and how that affects transgender clients.
- Routinely seeks out transgender voices to find ways to improve services.
- Implements training to increase awareness of transgender identities and issues; seeks out areas of ignorance and addressing them.
- Tokenizes transgender people, staff or clients, and expects them to take on a primary role in making the organization more fully transgender inclusive because they are transgender.
- Does not address the negative behaviors of clients who are transphobic or provide education for clients who are ignorant about transgender issues.

6. **Fully Inclusive & Affirming** - An organization that is "Fully Inclusive & Affirming":
- Truly respects and values transgender people
- Has staff all of whom make transgender inclusivity a priority, and work together to achieve the goal of full inclusion.
- Provides transgender-inclusive health care, and transition-related medical leave.
- Requires that new staff be knowledgeable about transgender identities, and/or requires training to become so as a condition of hire.
- Continues to explore and build knowledge about transgender identities and issues, and pro-actively seeks out ways to improve.
- Takes actions to address intersecting oppressions, particularly as it relates to advocacy work to include transgender people in other social justice movements, and includes intersectional approaches in work with transgender clients and communities.
- Advocates for the inclusion of transgender people in partner organizations and communities.
- Proactively discusses transgender inclusion with funders and encourages funders to prioritize the needs of transgender clients and communities.
- Has staff members all of whom role-model transgender-sensitivity for clients and address transphobia between clients.
- Publicly speaks out against anti-transgender prejudice and discrimination.
- Mandates that transgender people serve in leadership roles within the organization and actively seeks to overcome social barriers to transgender people serving in leadership roles.