

the ACKERMAN INSTITUTE'S
Gender & Family Project

Gender Inclusivity Needs Assessment and Action Plan

	Existing Policy/Practice	Ideal Policy/Practice	Driving Forces (things that help)	Restraining Forces (barriers)
All-Gender Bathrooms (example)	<i>All bathrooms are gender segregated except 1 on each floor for staff only</i>	<i>Convert some of the staff only bathrooms to all-gender single stall units</i>	<i>No structural change, logistically easy. Single use music practice rooms exist with no incidents</i>	<i>Need to order new signs and locks, need to alert entire school. Evaluate safety concerns and create policy. Alert parents of change, possible gender inclusive training for parents.</i>
Administrative				
Nondiscrimination policy				
Application materials LGBTQ inclusive				
Systems allowing preferred names and pronouns				
Complaint procedures clear and accessible to all (without concern of retaliation)				
Confidential student records				

Designated individual responsible for LGBTQ questions or concerns				
Student Affairs				
Gender neutral dress code				
Review of gender segregated activities and classes (health, gym, team sports, field trips, etc.)				
GSA (gender and sexuality alliance) or similar student club with faculty support				
Gender inclusive signs, posters, library books, displays, etc.				
Consideration of non-binary or gender fluid student identities when gender separation occurs				
Zero tolerance policy with staff and student accountability to report				
Structural Considerations				
All gender bathrooms				

Locker room accommodations for transgender and transitioning students				
Access for genderfluid or non-binary students				
Academics				
Gender inclusive curricula across all departments				
Primary sources from LGBTQ authors and leaders				
Current events and advocacy around LGBTQ issues when relevant				
Curricula and consideration of intersectional identities when discussing LGBTQ topics				
Other Considerations				
Are there out LGBTQ staff at the school? Why, why not?				
Are there patterns around the gender of teachers within each department?				

Have all faculty and staff been trained around the specific needs of LGBTQ students?				
Has the parent community received training or education around LGBTQ student needs and school policy?				
How does the community address microaggressions and other forms of discrimination?				
Can students access mental health services without fear of bullying or stigma?				
<i>Something else...</i>				
<i>Something else...</i>				
<i>Something else...</i>				