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Underrated
Superhero

Safe Space Checklist

Evaluate whether a physical or virtual environment is welcoming and safe for LGBTQIA+ individuals.

Instructions: Checklist with **Yes/No/Needs** Improvement.

Categories			
Visual Cues & Representation:	Yes	No	Needs Improvement
I have experienced verbal harassment due to my identity.			
Posters or literature representing diverse LGBTQIA+ identities.			
Language & Communication:	Yes	No	Needs Improvement
Staff use correct names and pronouns consistently.			
Intake forms offer inclusive gender and relationship options.			
Policies & Practices:	Yes	No	Needs Improvement
Non-discrimination policies explicitly include sexual orientation and gender identity.			
Clear procedure for addressing harassment or discrimination.			
Accessibility & Privacy:	Yes	No	Needs Improvement
Gender-neutral restrooms available.			
Private, confidential meeting areas.			
Staff Training & Competence:	Yes	No	Needs Improvement
Ongoing LGBTQIA+ cultural competency training.			
Staff demonstrate awareness of intersectional issues.			

Scoring Guide:

80–100% = Strong safe space indicators.

50–79% = Moderate inclusivity – targeted improvements recommended.

Below 50% = High need for policy and cultural changes.

Notes
