The following lists specific actions for University leaders, who have the opportunity to create meaningful change in the experience of LGBTQ+ members of our community. It concludes with a list of actions for all individuals; students, staff, and faculty alike can make meaningful contributions.

**Actions for Leaders**

**STRUCTURAL/ADMINISTRATIVE**

- Include LGBTQ+ issues in larger diversity initiatives
- Improve data collection regarding LGBTQ+ experiences through voluntary identification; review data and adjust practices and policies accordingly
- Improve assessment of gender identity, sex assigned at birth, and sexual orientation on various forms (HR, student health, etc.), and provide options to decline to share this information
- Train faculty on sexual and gender diversity
- Improve faculty interactions with students, staff, and their faculty peers to improve campus climate and community and to provide role models for the pipeline into the field
- Publicly recognize LGBTQ+ faculty, staff, and student contributions
- Include relevant LGBTQ+ resources in orientation and onboarding activities and materials
- Create a centralized repository for medical, legal, social, and financial information relevant to LGBTQ+ individuals’ needs
- Provide safe venues for voicing ideas, opinions, and complaints, including those related to LGBTQ+ diversity, equity, and inclusion
- In your diversity statements and commitments, affirm your commitment to equity on the basis of sexual orientation, gender identity, and gender expression. In clinical practice environments, display the patient bill of rights that includes an antidiscrimination statement
- Ensure access to and visibility of gender-inclusive restroom and locker facilities
- Display art, announcements, and visual and reading materials that reflect LGBTQ+ people’s identities and experiences

**EVENTS/PROGRAMMING**

- Organize faculty-driven and focused events to increase visibility of diversity in sexual orientation, gender identity, and gender expression, including programming around LGBTQ+ people of color; these events should also be targeted to non-LGBTQ+ faculty
- Encourage participation by faculty and students in Lavender graduation, especially in Departments with fewer visible LGBTQ+ students and trainees
MENTORING/PROFESSIONAL DEVELOPMENT

- Create formal and informal mentorship opportunities for junior faculty, students, and other trainees.
- With the input of all members of the community, plan informal meetings, such as brown bag lunches, to provide opportunities for LGBTQ+ faculty, staff, students, and other trainees to connect.
- Provide junior LGBTQ+ faculty the opportunity to meet with department leaders.
- Provide opportunities for professional networking and collaboration with LGBTQ+ faculty from other Departments, Schools, and Institutions.

WORK/LIFE INTEGRATION

- Familiarize yourself with and advocate for flexible and accommodating policies and practices that support LGBTQ+ faculty and staff and their families.
- Affirm the inclusion of same-gender and domestic partners in support for dual-career faculty during and beyond the recruitment process.
- Encourage faculty to take advantage of tenure clock extension and modified duties when the need arises, including and beyond extension and modified duties related to caregiving responsibilities.

Actions for All

- Model effective and supportive communication, consistent with the principles of cultural competence and humility with regard to diversity in sexual orientation, gender identity, and gender expression.
- Model the inclusion of pronouns in email signatures (see Appendix for example).
- Display Safe Spaces icons or signage in common areas or in private offices (see Appendix for example).
- Be a visible digital ally by posting Safe Spaces/Pride logos in your Zoom background and email signature (see Appendix for approved logos and examples of Zoom backgrounds).
- Educate yourself about LGBTQ+ topics without relying on LGBTQ+ individuals to do all the teaching.
- Apologize if you inadvertently misgender someone; if you notice that a person is misgendering someone else, discreetly bring it to their attention.
- Incorporate LGBTQ+ researchers, authors, and vignettes into your curriculum.
- Do not make assumptions about anyone’s sexual orientation and/or gender identity; rely on self-identification and respect confidentiality and the right to self-disclosure.