
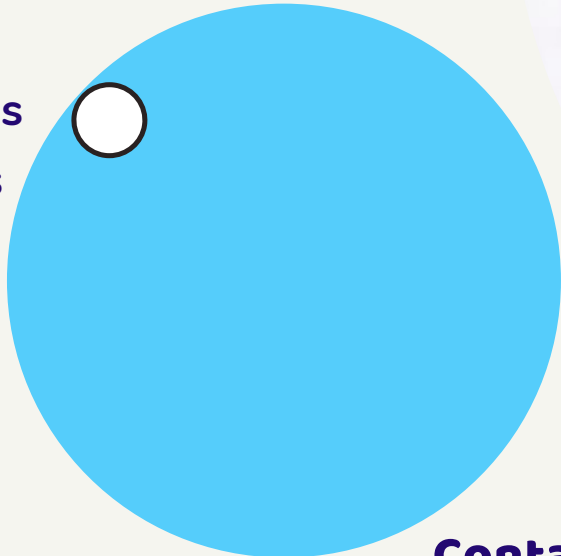


# Action Items



- Register for and complete a SOGIE 101 training. 
- Display certificates of completion in your lobby. 
- Ensure all employees have their pronouns included in: email signatures, video conference names, employee badges/ name-tags. 
- Incorporate intersectional visual cues on your website. 
- Incorporate intersectional QTI art, signage, brochures, and literature in your lobby and patient rooms. 

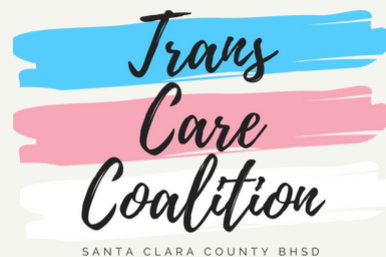


## Contact us

scctranscarecoalition@gmail.com

## Obtain Resources

<https://linktr.ee/SCCTransCare>



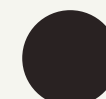
SANTA CLARA COUNTY BHSD



## Creating Welcoming Environments



FOR TRANSGENDER, NON BINARY, GENDER EXPANSIVE, AND GENDER NON CONFORMING COMMUNITIES



\*Gender non-conforming refers to expression (not identity), however GNC individuals can also experience barriers to affirming care.

# Move your organization forward

Ensure your space and staff are inclusive, welcoming, competent, and affirming!

## INCORPORATE VISUAL CUES

Ensure that Queer, Trans, and Intersex (QTI) folks are represented in your lobby signage, and resources. Utilize our [LinkTree](#) to obtain inclusive signage!

## GET TRAINED

Require ALL STAFF, especially front desk personnel to complete SOGIE 101 trainings. Use our [Linktree](#) to register!

## ENSURE ACCESSIBILITY

Review forms and ensure they are inclusive of all genders, and non presumptive.

Make every effort to have an All Gender Restroom available. To order your FREE All Gender Restroom sign visit our [LinkTree](#).

## ENHANCE INTERACTIONS

Implement requirements around [pronoun usage](#). More specifically ensure that staff know how to inquire about, share, and use proper pronouns.



**33% OF TRANS PEOPLE HAD A NEGATIVE EXPERIENCE WITH A HEALTH CARE PROVIDER SPECIFICALLY AROUND THEIR TRANS IDENTITY.**

**40% OF TRANS FOLKS ARE OUT AS TRANS TO ALL THEIR HEALTHCARE PROVIDERS**

James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). The Report of the 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality.

# Equip your Employees

Employees are essential to creating a welcoming environment! Support them in establishing themselves as champion providers!

## EXPAND THEIR VOCABULARY

Make sure that greetings expand beyond the binary "Ma'am" or "Sir." Binary language assumes peoples' gender based solely on their appearance which is not always accurate .

## PROVIDE A PRONOUN BOOKLET

Support your employees as they transition into this new and improved way of proving service. Access our informational pronoun booklet on our [LinkTree](#)!

## BECOME A CHAMPION ALLY

Intervene if there is a conversation occurring between clients and/or staff that perpetuates anti-trans biases. An outstanding ally is aware of affirming resources and crisis info. To obtain materials visit our [LinkTree](#)!

## IMPLEMENT SOGIE KNOWLEDGE

Refrain from assuming a client's Sexual Orientation, Gender Identity, and Gender Expression (SOGIE) or pronouns.