

CREATING SAFE SPACE

10 ways to create a safe space for LGBTQI+ communities

QUICK REFERENCE GUIDE





The Safe Space Alliance is a LGBTQI+ led nonprofit organisation that aims to help people identify, navigate, and create safe spaces for LGBTQI+ communities worldwide. Being part of the Safe Space Alliance is being part of a global and collaborative safe space community.

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Creating a safe space for LGBTQI+ people involves fostering an environment where they feel accepted, respected, and free from discrimination.

OVERVIEW

This guide covers ten ways you can help create safe space for LGBTQI+ communities:

- ① Educate yourself
- ② Establish inclusive policies
- ③ Promote diversity and inclusion
- ④ Use inclusive language
- ⑤ Challenge homophobia, biphobia, and transphobia
- ⑥ Create supportive networks
- ⑦ Provide resources and information
- ⑧ Train staff and volunteers
- ⑨ Show visible support
- ⑩ Listen and respond

1. EDUCATE YOURSELF

Take the time to educate yourself about LGBTQI+ issues, experiences, and terminology.

Understand the challenges they face and the specific needs of the community.

SUGGESTIONS



Talk to your local LGBTQI+ support organisation/s.



Read LGBTQI+ authored books, journals, and articles.



2. ESTABLISH INCLUSIVE POLICIES

Implement inclusive policies and guidelines that explicitly prohibit discrimination based on sexual orientation, gender identity, gender expression, and sex characteristics.

Ensure that these policies are enforced and communicated effectively.

SUGGESTIONS



Seek advice from your local LGBTQI+ support organisation/s.



Research policies and guidelines that are working well in other organisations and businesses.

3. PROMOTE DIVERSITY AND INCLUSION

Foster a culture of diversity and inclusion within your community, organisation, or social group. Celebrate and respect differences, and actively seek diverse perspectives.

SUGGESTIONS



Ensure everyone is involved in the process.



Foster a culture of inclusivity from the top down.
Encourage diverse representation in leadership positions.



Establish mentorship and sponsorship programs to support the professional growth and advancement of employees from underrepresented groups.



Plan to regularly assess and measure the effectiveness of diversity and inclusion efforts.

4. USE INCLUSIVE LANGUAGE



Foster an environment of respect by using inclusive language. Respect people's preferred pronouns, use gender-neutral terms when appropriate, and avoid making assumptions about someone's sexual orientation or gender identity.

SUGGESTIONS



Avoid making assumptions about someone's sexual orientation and/or gender identity.



Be open to feedback and correction if you inadvertently use language that is offensive or exclusionary.



5. CHALLENGE HOMOPHOBIA, BIPHOBIA, AND TRANSPHOBIA

Actively challenge and address any homophobic, biphobic, or transphobic language or behavior within your space. Make it clear that such attitudes are not tolerated.

6. CREATE SUPPORTIVE NETWORKS

Establish support networks such as LGBTQI+ employee resource groups, student clubs, or community organisations.

These networks provide a sense of belonging and can offer support and resources to LGBTQI+ people.

SUGGESTIONS



Clearly define the purpose and goals of the support network.



Secure support from organisational leaders, including managers and executives.





7. PROVIDE RESOURCES AND INFORMATION

Make resources available such as books, articles, websites, or helplines that provide information on LGBTQI+ issues, mental health, and support services. This helps individuals access the help they may need.

SUGGESTIONS



Ask for recommendations from your local LGBTQI+ support organisation/s.



Create a centralised resource hub such as an intranet page or a shared drive.

8. TRAIN STAFF AND VOLUNTEERS

Provide training to staff and volunteers to raise awareness about LGBTQI+ issues, inclusion, and appropriate language and behaviour. This training helps create a more supportive and knowledgeable environment.

SUGGESTIONS



Seek training recommendations from your local LGBTQI+ support organisation/s.



Create a safe and inclusive learning environment where participants feel comfortable asking questions, sharing their perspectives, and engaging in open dialogue.

9. SHOW VISIBLE SUPPORT



Show visible support for LGBTQI+ communities by displaying inclusive symbols such as pride flags or supportive posters. This sends a message that your space is safe and welcoming.

SUGGESTIONS



Sponsor, attend, and/or volunteer at LGBTQI+ festivals, conferences, and/or community outreach events.



If purchasing pride merchandise, support local LGBTQI+ led businesses.



10. LISTEN AND RESPOND

Create opportunities for LGBTQI+ people to express their concerns, ideas, and needs. Actively listen to their feedback and respond by taking appropriate action to address any issues or gaps.

Remember that creating a safe space is an ongoing process. Continually evaluate and improve your practices to ensure that your space remains inclusive and supportive for LGBTQI+ people.





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