



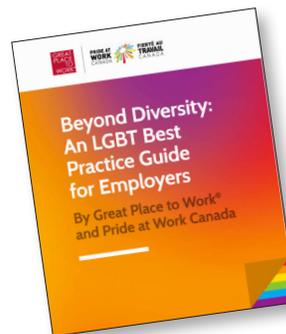
THINGS YOU CAN DO RIGHT NOW

- Use personal pronouns when you introduce yourself or display your Zoom name. This practice signals both safety and inclusivity for all gender identities to be expressed authentically. [Learn why pronouns matter here.](#)
- Learn inclusive language and practice it daily (for instance: use “parents” or “adults” instead of “mom and dad”).
- Avoid outdated terms for gender and sexual orientation and replace with more inclusive terms ([you can find a list here](#)).
- Use gender-neutral language (e.g., supporting the oral health of pregnant people) to include the spectrum of gender experiences/identities.
- Create an “LGBTQIA” champion for your organization to help you examine ways to be more inclusive and supportive in your culture and policies.
- Ask for LGBTQIA+ equity training/informational webinars for staff and partners.

THINGS TO DO IN A CLINICAL SPACE

- Advertise that you are an LGBTQIA-affirming practice by hanging a rainbow flag and noting your support in advertising and marketing.
- Introduce yourself using your pronouns or include them on your name tag. This signals to patients that they can trust you to use their correct personal pronouns.

- Make sure your forms have inclusive language for gender identity and sexual orientation. Use words like “spouse” or “partner” on your intake forms. You should also have more than two gender categories – and never use the word “other” as a type of gender.
- Train front office staff to recognize that a person may have a different name than what is listed on their ID or insurance information.
- Call patients into the care room using their last name only to avoid mis-gendering or dead-naming (i.e., calling a transgender person by their birth name when they have changed their name as part of their gender transition).
- Consider shifting your organization’s bathrooms to gender-neutral signage and use.



[Download this guide](#) for creating a more inclusive and affirming workplace.

The [Dental Public Health Virtual Resource Center \(DPH-VRC\)](#) has 40+ publications on LGBTQIA+ oral health.

