



## NURSE WORKPLACE CLIMATE SCALE Self-Assessment Format

**Assess your workplace!** Use this scale to build awareness of ways to create a positive, affirming workplace climate for LGBT nurses. Assess your unit on each of the scale's 10 items. For more information about using the Scale visit LavenderHealth.org - <http://lavenderhealth.org/workplace-climate-scale/>

Scoring: “Yes” = 1 point. “Working toward” = ½ point. “Not yet” = 0. “I/we do not know” = ?

Nurse Workplace Climate Scale	Score
1. All recruitment and employment materials use prominent LGBT-inclusive language (sexual orientation and gender identity) and all forms provide opportunity for nurses to indicate sexual orientation, gender identity, preferred pronouns and family affiliations in addition to other dimensions reflecting diversity.	
2. The workplace publishes policies that declare non-discrimination in hiring, workload assignments, retention and promotion of nurses based on sexual orientation, gender identity, or family affiliation such as same sex partners.	
3. The workplace openly recognizes and includes significant others, partners and spouses of LGBT nurses on all official records, as well as for all events where heterosexual partners are welcome.	
4. The workplace offers equal benefits to all domestic partners, spouses and children, regardless of sexual orientation or gender identity.	
5. There is a clear “zero tolerance” policy prohibiting workplace/event harassment of any kind toward nurses of diverse sexual orientations and gender identities.	
6. The workplace conducts accountability practices that require compliance with its policies prohibiting LGBT discrimination and harassment.	
7. The workplace has a defined and visible interest/support group that provides a safe space for LGBT nurses and allies to gather, network and socialize.	
8. The workplace openly recognizes local and/or national events that celebrate and promote understanding of sexual orientation and gender diversity in equal measure with their acknowledgment of other kinds of “diversity” celebrations.	
9. There are ongoing employee educational programs, at least semi-annually that are dedicated to promoting understanding of sexual and gender diversity.	
10. The workplace has documented relationships with stakeholders in the community that are devoted to serving the LGBT community.	

For more information about achieving workplace equality for all LGBT employees, see the Human Rights Campaign Corporate Equality Index (<http://www.hrc.org/campaigns/corporate-equality-index>). Strategies for improving your climate may be found with TeamSTEPPS (<http://teamstepps.ahrq.gov/>).