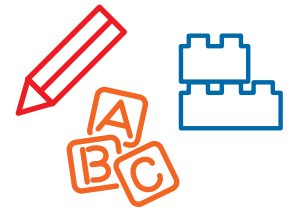


LGBTQ+

Affirming Child Care Guide



Selecting the right care provider for your child is a significant decision, and for LGBTQ+ families, finding an affirming and supportive environment is crucial. These considerations are designed to assist you in identifying high-quality child care programs that embrace diversity and provide a welcoming space for all families.

"Creating a safe and accepting school environment is critical not only for LGBTQ students, but for all young people. Research shows that when students feel safe, supported, and accepted, academic achievement and personal growth are greatly enhanced."

*- Eliza Byard, Executive Director of GLSEN
(Gay, Lesbian, and Straight Education Network)*

Some questions that families can consider are:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. Does the early childhood education program's anti-discrimination policy explicitly include protection against discrimination based on sexual orientation, gender identity, and gender expression, ensuring a welcoming environment for families like ours?	☐	☐	☐	☐	☐
2. Is the early childhood education program's anti-bullying policy inclusive, with specific language addressing protection against bullying based on sexual orientation, gender identity, and gender expression?	☐	☐	☐	☐	☐
3. Is the anti-bullying policy readily accessible for parents, providing assurance that our child will be protected from bullying?	☐	☐	☐	☐	☐
4. Can I be confident that staff members are well-informed about the appropriate steps to take if my child experiences bullying?	☐	☐	☐	☐	☐
5. Are expectations for protecting all children, including those from LGBTQ+ families, clearly displayed in the learning environment?	☐	☐	☐	☐	☐
6. Are there visible symbols, such as pride flags or inclusive posters, within the early childhood education facility that indicate a commitment to LGBTQ+ inclusivity?	☐	☐	☐	☐	☐
7. Does the dress code in the early childhood education program promote inclusivity, ensuring that children are not constrained to dress according to a particular gender or gender expression?	☐	☐	☐	☐	☐
8. Do the forms or documents parents and guardians complete include spaces for chosen names and gender pronouns, reflecting a recognition of diverse family structures?	☐	☐	☐	☐	☐

Continued on reverse



LGBTQ+ Affirming Child Care Guide

Continued from reverse

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
9. Can I trust that school nurses, counselors, librarians, and other support staff are aware and respectful of the chosen names and gender pronouns of all children, including those from LGBTQ+ families?	☐	☐	☐	☐	☐
10. Do the forms parents or guardians complete in the early childhood education program accommodate a variety of family structures, specifically those headed by LGBTQ+ parents?	☐	☐	☐	☐	☐
11. Is the library in the early childhood education classroom stocked with books that are inclusive and affirming of LGBTQ+ identities for children?	☐	☐	☐	☐	☐
12. Can I be assured that my child will be comfortable using the bathroom that corresponds to their gender identity?	☐	☐	☐	☐	☐
13. Does the curriculum in the early childhood education classroom include content, histories, perspectives, and/or current events related to LGBTQ+ identities, providing a well-rounded and inclusive education for my child?	☐	☐	☐	☐	☐
14. Does the early childhood education program conduct regular staff training on LGBTQ+ inclusion, ensuring that educators are well-equipped to create a supportive environment for all families? Including how to address questions from children about diverse family structures, including those with LGBTQ+ parents?	☐	☐	☐	☐	☐
15. Are there resources or materials available for parents and educators to facilitate conversations with young children about diversity, inclusivity, and LGBTQ+ topics?	☐	☐	☐	☐	☐

Notes:
