

Community Consciousness: Diving into Inclusivity with the LGBTQ+ Community Resource List

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(Diversity, Equity & Inclusion)



Mountain Pride, a local nonprofit dedicated to continuously improve the lived experience of our LGBTQIA+ community - <https://www.mountainpride.org/>

- Mountain Pride is hosting an upcoming allyship training. RSVP here: <https://www.mountainpride.org/events>

Mountain Recreation's Forward Together initiative - <https://mountainrec.org/forward-together/#commitments-to-action>

The Women's Foundation of Colorado has some great gender-inclusive resources - https://www.wfco.org/_quicklinks/gender-resources

The Trevor Project, the world's largest suicide prevention and crisis intervention organization for LGBTQ young people - <https://www.thetrevorproject.org/resources/>

Genderbread Person, a teaching tool for breaking the big concept of gender down into bite-sized, digestible pieces - <https://www.genderbread.org/>

Human Rights Campaign, workplace resources - <https://www.hrc.org/resources/workplace>

Inclusive Practices for Businesses:

1. Include pronouns in email signatures, on name tags, etc. Here is a website you can link to in your email signature for others to learn more about pronouns and why they matter - <https://pronouns.org/>
2. Consider what language you are using in your workplace, both with your employees and with those you serve. Change the language now rather than when someone comes along who asks you to.
 - On job applications make the gender options are more robust or remove that question all together.
 - SheJumps has a solid inclusion statement in the second paragraph of their about us page under "how we do what we do" if anyone needs an example - <https://www.shejumps.org/about>
3. Move to gender neutral bathrooms in your workplace

Ways to be an Ally:

- Educate yourself
- Support family and friends who identify as LGBTQ+
- Be a part of your local pride group
- Show up & speak up – as an ally, advocate for the LGBTQ+ community and say something when someone addresses another in a way that is inconsiderate. This can be a learning experience for that person.

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Articles:

- Article in the Vail Daily about Mountain Rec's pride flags - <https://www.vaildaily.com/news/eagle-valley/community-rallies-in-support-of-pride-flags-at-mountain-recreation-facilities/>
- Some of the less than savory opposition Mountain Pride received for their inclusive measures - <https://www.vaildaily.com/opinion/letter-mountain-rec-policies-dont-prioritize-fair-athletic-opportunities-for-girls/>

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