INCLUSIVITY CHECKLIST

Make your events more inclusive by following this checklist!

For more information, contact Barry Johnson-Smith (bjs9@gatech.edu) or Calvin Runnels (cmrunnels@gatech.edu)

Food

Ensure that the food served at your event accommodates diverse needs!

☐ Consider allergies and dietary restrictions of participants.
  • Halal, Kosher, Jain (i.e. lacto-vegetarian and no root vegetables), or other religious restrictions
  • Non-beef, non-pork options
  • Vegetarian/vegan
  • Gluten-free, soy-free, common allergies
  • Low-sugar, low-carb options

☐ Keep areas separate and clean

☐ Use labels

☐ Be wary of mixed utensils being used

☐ Make sure to have non-alcoholic beverages at the event

☐ Is the food accessible from a seated position?

Content

Check your planned discussions for unintentionally alienating content!

☐ Avoid generalizations and sexist language
  • Pronouns: are you defaulting to “he”?
  • Use “women,” not “females” or “girls”
  • Avoid hyper-masculinity: promoting or assuming a particular standard for “manliness”

☐ Be aware of jokes
  • Avoid slut shaming, any joke demeaning to women/other diverse people

☐ Take your own privilege into account
  • Include people of all genders, races, ethnicities, religious backgrounds, social statuses, etc.
  • Consider collaborating with cultural organizations to encourage inclusivity
  • Incorporate discussions and workshops about LGBTQIA topics into your meetings and programs
  • Be prepared to challenge homophobic/ transphobic ideas and opinions during the event

☐ Warn participants of sensitive content
  • Include trigger warnings: e.g. rape, sexual assault, racism, self-harm, transphobia, homophobia, violence, etc.
Event Planning

**Design your event to account for the diverse needs of attendees!**

- Take into account religious considerations
  - Space for Muslim students to pray if event is most of the day
- Consider gender inclusivity and diversity
  - Arrange for gender-inclusive housing for overnight events
  - Assess the availability of gender-neutral restrooms
  - Preferred name, pronouns on name tags
  - Arrange to go through Safe Space training beforehand
  - Consider making an LGBTQIA-friendly organization the beneficiary for fundraising events or service days
  - Check if sponsors, vendors, etc. have positive stance on LGBTQIA inclusion
- Be aware of differences of ability/disability
  - Is contact information about requesting accommodations available for participants to see? (reserved seating, ASL interpreter, etc.)
  - Are you presenting information in multiple formats? If you’re using Powerpoint, will you provide the presentation to attendees afterwards? Are any videos shown captioned?
  - Is there a private spot available for people to go if they are triggered or overwhelmed during the event?
  - Does the room have capacity for wheelchairs?
  - Are there multiple outlets for laptops or other electronic aids?
  - If participants are moving around campus, has transportation been arranged?
  - Have you chosen a location that is inclusive? i.e. are the entrances accessible and easy to reach? does the building have elevators and accessible gender neutral restrooms? are there accessible parking spaces near the accessible entrance?
- Consider availability of space for pumping/lactation
- If the cost of the event is prohibitive to low-income participants, are there routes for financial assistance?
- Are you taking into consideration body size and individual preferences in terms of seating options?

Feedback

- Consider inviting feedback about your event’s inclusivity through a survey or town hall after the event