

LGBTQ Cultural Competency CLE Guide

Invite a member of your firm or a colleague to participate in the CLE at the same time as you and take time after completion to discuss together what you've learned.

Step 1 | ⌚ 5 minutes

Self-Reflection

Reflect in writing (not to be turned in)

- What has been your own experience working with LGBTQ populations or clients?
- What questions do you have about LGBTQ cultural competency work?
- What strengths and resources do you bring to this work?
- Are there things you would like more information about?

Step 2 | ⌚ 10 minutes

Review Materials

Review the materials in the [Google Drive subfolder](#). The following resources are included:

- ABA Sexual Orientation and Gender Identity Best Practices (15 pages)
- Statistical snapshot (4 pages)
- Tips for Advocates and Facts about Clients, English + Spanish (2 pages)
- LGBTQIA+ acronym (2 pages)
- Gender-bread person (5 pages)
- Defining LGBTQ E-Book (37 pages)
- Worksheets (15 pages)
- LGBTQ Justice Project Flyers To Print (3)

Step 3 | ⌚ 40 minutes

Watch and engage with the CLE lecture

The lecture (available in the [Google Drive folder](#) and on [YouTube](#)) follows the following topics:

- Cultural competency: why it's important; serving LGBTQ clients matters; some of the challenges facing this community.
- LGBTQ terminology: important concepts and commonly used terms to understand for working with LGBTQ clients.
- Creating a welcoming and affirming environment: barriers that LGBTQ clients face in accessing legal services, and how your office can help mitigate or overcome them; intake interview examples; pronoun tips.
- Intake and case handling best practices: guidelines for how to conduct intakes, maintain records, and handle cases for all clients in a way that is respectful of LGBTQ communities, and that honors every client's sexual orientation and gender identity/expression.

Step 4 | ⌚ 5 minutes

Fill out the reflection form for 1-hour CLE credit

Fill out the ["CC CLE Review Questions"](#) form, which is saved in the Google Drive link.

You must fill out this form to receive credit for the CLE training and/or to become a LGBTQ Justice Project referral attorney.

Want to practice some of what you've learned?

- Add your pronouns to your email signature, Zoom profile, business card, or practice introducing yourself with your pronouns.
- Share the [LGBTQ Cultural Competency Folder](#) and [video](#) with fellow attorneys and legal support staff.
- Print [flyers](#) advertising the LGBTQ Justice Project to put in places you think are LGBTQ-friendly in your town, print our [LGBTQ-affirming posters](#) for your office, and ask us for our LGBTQ Justice Project brochures to share with your community and in your offices.
- Fill out the [worksheets](#) to assess your organization's current strengths and gaps in creating a welcoming environment.
- [Sign up](#) as a referral attorney.

Questions? Contact Us:

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Learn more about the project, sign up as a referral attorney, see upcoming events, and follow us!

*** All necessary resources can be found in the [Training Resource Google Drive](#).**