

## Questionnaire on competency in culturally competent practice with LGBT clients

**Directions:** Answer each question in one paragraph or a short list. Even if you aren't completely sure of your answer, just try to answer each question.

1. As a social worker, what can you do in your interactions with LGBT clients to make them more comfortable and build rapport?
2. What questions would you ask to understand how your clients define their sexual orientation?
3. What questions would you ask to understand how your clients define their gender identity?
4. What aspects of identity development should you consider in assessment of LGBT clients?
5. How would you help LGBT clients manage discrimination or oppression they face in their day-to-day lives?
6. What referral resources might you use in working with LGBT clients? (If you don't know names of specific resources, what kind of resources might you seek out and how would you find them?)
7. If you were going to design a satisfaction survey of clients for an agency, and you wanted to be sure that the survey was culturally appropriate for LGBT clients, what issues would you need to address?
8. What factors would you advise LGBT clients to consider when deciding whether to disclose sexual orientation to family and friends?
9. If you were going to engage in community organizing in the LGBT communities in your area, how would you proceed?
10. On behalf of which LGBT social issues would you be willing or interested in engaging in advocacy?
11. If you were the director of an agency, what steps would you take to insure your agency was engaging in ethical practice with LGBT populations?
12. How would you guarantee client self-determination with LGBT clients?
13. What steps would you take to make sure you are practicing without bias when working with LGBT populations?