

# Small Changes - **Big Impact**

## A Short Guide for Public Librarians Working with LGBTQ+ Teens

While making big changes to “the system” can be tough, this guide will help you navigate some of the day-to-day concerns that LGBTQ+ teens are facing. It may seem simple, but these few small actions can mean a whole lot.

### ① **Flags**

Pride flags are an easy way to signal to your LGBTQ+ patrons that this is a safe space. It’s important to consider this year-round, and not just during Pride Month! Especially consider adding more than just the rainbow flag - there are plenty of other LGBTQ+ flags that aren’t as widely known or visible.



### ② **Gender Neutral Facilities**



Make sure there is a gender-neutral bathroom within your library - and make sure it is clearly labelled and accessible. Signage is important - if you’re struggling with deciding what to put on the door, just go with the obvious...

### ③ **Pronouns & Name Tags**

Pronouns are an essential component of communication - make yours clear! Trans patrons shouldn’t be the people tasked with approaching the topic - ask teens directly which pronouns they use (and use them!).



### ④ **Language Use**

Take care to use gender-neutral terms wherever possible, such as:

- Everyone / folks / friends
- Parent / guardian
- Server / firefighter / chairperson

### ⑤ **Legal Names**

Make sure that LGBTQ+ teens can access your library under their current name - even if their legal name and identification doesn’t match up. This can be hard sometimes but is essential for teens to feel welcomed as their authentic selves.

### **References**

Sonka, J. (2016, December 30). *The new library name badges belonging to Pfister and Sims* [photo]. Insider Louisville. <https://bit.ly/2UbQoHe>