

CHECKLIST: Rainbow families

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This checklist is designed to inspire your service to create a truly inclusive environment for all definitions and types of families. Use this tool to reflect on your team's readiness to welcome, celebrate and support current and future families, ensuring all who join your community feel valued and respected.

And remember, while you may be familiar with the term 'rainbow families', it's important to keep in mind the diversity within these families. They can include same-sex parents, single LGBTQIA+ carers, LGBTQIA+ children, transgender or gender-diverse parents and children growing up in diverse family structures.

Visibility and representation

- Do your classroom materials (books, posters and learning resources) include representations of LGBTQIA+ families?
- Does your curriculum include lessons and activities about diversity and acceptance that explore different family structures, including LGBTQIA+ families?
- Are signs and symbols around your service inclusive and do they signal a welcoming environment for rainbow families (e.g., displaying rainbow flags or 'everyone is welcome here' stickers)?



HINT: Download and print your free 'This space celebrates diversity' poster, 'All are welcome here' poster or 'Everyone belongs here' poster today!

Policies and procedures

- Does your service's anti-discrimination policy explicitly include protections based on sexual orientation, gender identity and family structure?
- Are there procedures in place for addressing any form of discrimination or harassment experienced by rainbow families?

Staff knowledge and training

- Have all staff members been made aware of your service's stance on LGBTQIA+ inclusivity and awareness?
- Have all staff members participated in training on best practices to support rainbow families (from an LGBTQIA+ organisation)?

Inclusive forms and documentation for families

- Are family forms and documents designed to be inclusive of diverse family structures (e.g. options for listing 'Parent/Guardian' instead of 'Mother/Father')?
- Do all forms and documentation use inclusive pronouns, including for children i.e. 'they' by default rather than 'his/her'?

Connecting with community events and organisations

- Does your service participate in or support LGBTQIA+ community events, such as Pride?
- Are connections with local LGBTQIA+ organisations part of your service's network to ensure resources and support are culturally competent and appropriate?

Incorporating rainbow family perspectives in activities and events

- Are special occasions and events (like Mother's Day and Father's Day) approached in a way that is inclusive of diverse family dynamics?
- Does your service actively engage rainbow families in events and decision-making processes?
- Do rainbow families have opportunities to contribute to learning and general community events (not only rainbow events)?

Actively supporting rainbow families

- Is there a clear point of contact for rainbow families to discuss their needs and concerns within the service without judgement?
- Does your service share information on support groups or links to external LGBTQIA+-friendly services and resources that all families can access?

Family feedback

- Does your service have a mechanism for receiving feedback from families on inclusivity issues and is this feedback regularly reviewed and acted upon?
- How does your service communicate its commitment to inclusivity to the families it serves?

WHAT'S NEXT? Consider discussing these questions during a team meeting to foster collaborative and critical reflection. This will help strengthen your inclusive practices to ensure all diverse and rainbow families feel safe, supported and celebrated within your service.



Feel unsure about how to move forward with supporting rainbow families at your service both now and in the future?

Your Inclusion Professional can help! Give us a call on **1800 177 017** to find out more.