

Gay and Lesbian Affirming Social Justice Competency Scale (GLASJC-S)

Developed by: Bobby Kizer, Ph.D.

<https://mospace.umsystem.edu/xmlui/handle/10355/11362>

Item number		Strongly Disagree (1)	Disagree (2)	Tend to disagree (3)	Neither agree nor disagree (4)	Tend to agree (5)	Agree (6)	Strongly Agree (7)
1	I have attended gay rights rallies in the past.							
2	I do not allow people to use gay slurs in my presence.							
3	I currently volunteer part of my time as a mental health professional to assist with gay and lesbian social justice advocacy causes.							
4	Lesbians and gay men should have the right to legally marry individuals of the same sex.							
5	I feel confident to challenge institutional policies that are overtly heterosexist.							
6	Gay and lesbian teens are especially vulnerable to homelessness and suicide.							
7	I feel confident to challenge institutional policies that are covertly heterosexist.							
8	I have volunteered with gay rights organizations in the past.							
9	I believe gay slurs are okay to use among friends.*							

10	I do not feel I have the ability to advocate for lesbian and gay social justice.*							
11	Lesbians should not hold leadership positions in places of religious worship.*							
12	I am motivated to have conversations with my family about gay and lesbian social injustice.							
13	I have contacted my political leaders on gay rights issues.							
14	I feel it is within my power to help bring about systemic changes on behalf of gay men and lesbians.							
15	Gay men should not hold leadership positions in places of religious worship.*							
16	I am confident in my ability to help reduce lesbian and gay social injustice through my involvement in community organizations.							
17	There is privilege associated with being heterosexual in this society.							
18	Lesbian and gay couples currently have the ability to adopt children just as easily as heterosexual couples.*							
19	I have sought out training about lesbian and gay social justice issues.							
20	I plan on attending a gay rights rally in the near future.							
21	I am bothered by gay men and lesbians using the word "marriage" to describe their legal unions.*							

22	If I heard a family member making homophobic remarks, I would be confident in my ability to confront that family member.							
23	One's ability to adopt should not be based on one's sexual orientation.							
24	I feel confident talking about lesbian and gay social justice with people who have different viewpoints than my own.							
25	I think that gay men and lesbians should not be able to express affection in public.*							
26	Lesbians and gay men should keep their sexual orientation private while in the workplace.*							
27	Violence against gay and lesbian individuals is a problem in the United States.							
28	Gay men and lesbians often feel they have to hide their sexual orientation for fear of discrimination.							

Scoring: Reverse score \*d items. Sum numerical values for each subscale  
Higher scores indicate higher levels of competency in each area

Subscales:

Awareness: 2, 6, 9, 17, 18, 27, 28

Attitudes: 4, 11, 15, 21, 23, 25, 26

Self-Efficacy: 5, 7, 10, 12, 14, 16, 22, 24

Action: 1, 3, 8, 13, 19, 20