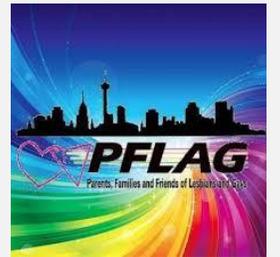# Equity & Justice: Making Schools Safer for LGTBQ Students

Thank you for selecting this session.
Thank you for wanting to understand
Thank you for wanting to learn.
Thank you for being you.

"Empathy begins with understanding life from another person's perspective. Nobody has an objective experience of reality. It's all through our own individual prisms." ~ Sterling K. Brown

Who/what is important to you?

Impact of Silence Exercise

- Who are the 3 most important people in your life?
- What are the 3 places that have special significance in your life?
- What is the favorite way you spend your time?
- What topic do you like to talk about?

Partner

Sibling

Friend

Parent

What surprised you?

Why? Is it important to understand. What are the statistics?

"The bullying was relentless. They even threw water bottles at me. One teacher asked me, in front of the class, if everyone knew my little secret."
Catizia, high school student

"My school had no idea how to deal with my situation and had to learn through me as to how things should be done. I need someone else to take responsibility because it shouldn't be my responsibility."
Nimah, high school student

After our daughter came out (6yo) she said that she would keep pretending to be a boy if I wanted her to. I asked if that would make her sad. She said she would try very hard not to let me see how sad she was. 7 months of happiness have followed" **@transmum1**

Dear parents,
it's going to be okay

TENT

LISTEN TO YOUR CHILD

IT'S THEIR JOURNEY

CREATE A SAFE SPACE

FIND YOUR OWN SUPPORT

Safety

- Disclosure of status

- Gender non-conforming kids at higher risk of bullying/mistreatment

- Everyone has a responsibility to ensure the physical and emotional safety of youth

- Encourage family to prepare student with canned responses to uncomfortable/inappropriate comments/questions.

- Consider ~20% of transgender individuals are diagnosed with ASD - 200 times general population*.

*"Clinical Considerations for co-occurring Autism Spectrum Disorder and Gender Diversity," Children's National Medical Center, The George Washington University, Washington, DC. Presentation January 2018.

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Being an Ally

1. Be open.
2. Ask questions.
3. Become informed.
4. Speak up.
5. Help your kids.
6. Challenge others.
7. Become an advocate.

Activity - Your Turn!

What surprised you?

"All students are valuable; none is expendable."

SCHOOLS ARE **UNSAFE** AND UNWELCOMING FOR THE MAJORITY OF LGBT STUDENTS.

Heard homophobic remarks frequently or often

65% heard homophobic remarks like "fag" or "dyke" frequently or often

Missed at least one day of school

30% missed at least one day of school in the past month because they felt unsafe or uncomfortable

Verbally harassed at school in the past year

85% were verbally harassed in the past year

Take Action!

❏ Support your and listen to your child. If you ask questions, try to make them supportive, not blaming, questions.

❏ Set up a meeting with the campus counselor, administrator and your child's teacher to discuss the anti-bullying and harassment policy at the campus. Work together to strengthen that policy to include LGTBQ+ issues.

MOST LGBT STUDENTS EXPERIENCE DISCRIMINATION AT SCHOOL.

56% of LGBT students experienced discriminatory school policies and practices.

Many LGBT students reported that their schools restrict student expression, prohibit LGBT curricular content, and enforce traditional gender norms:

18% couldn't bring a same-gender date to school dances

28% were disciplined for public displays of affection that were not similarly disciplined among non-LGBT students

19% were prevented from wearing clothing deemed "inappropriate" based on their gender

Take Action!

❏ Bring in allied organizations (e.g., PFLAG, https://community.pflag.org/) to educate staff and families on the needs of LGBTQ+ youth.

❏ Ask your administrator to offer opportunities for educators to attend trainings on diversity and LGBTQ+ issues for their annual professional development requirements.

❏ Support gay–straight clubs on campus and help LGBTQ+ students and staff advocate for fair school policies.

HOSTILE SCHOOL CLIMATES NEGATIVELY AFFECT EDUCATIONAL SUCCESS AND GENERAL WELL-BEING.

Experiencing higher levels of victimization and discrimination leads to **worse outcomes** for LGBT students:

LOWER GPA
LGBT students who experienced higher levels of victimization based on their sexual orientation had lower grade point averages (GPAs) than students who were less often harassed (2.8 vs. 3.3).

LESS LIKELY TO PLAN TO GO TO COLLEGE
LGBT students who experienced higher levels of victimization based on their gender expression were less likely to report that they planned to pursue any post-secondary education (e.g., college or trade school) than those who experienced lower levels (92% vs. 96%).

LOWER SELF ESTEEM
LGBT students who experienced LGBT-related discrimination at school had lower levels of self-esteem

Take Action!

Your child's economic future is at stake!

❏ Make sure your library, school healthcare workers, and health teachers include accurate information about gender identity, LGBTQ+ sexuality, and health.
❏ Help your child identify a trusted educator that they can talk too. Someone whose office is open to them, should they need support speaking about bullying, violence, harassment, or conflict at home.
❏ Post safe-space posters and materials (http://www.nasponline.org/resources-and-publications/resources/diversity/LGBTQ-youth/LGBTQ-posters)

Resources

IDRA EAC-South

www.idraeacsouth.org

Tools on Sex and Gender Equity

Resources on Preventing and Responding to

Cyberbullying in Schools

eBook: Resources on Student Discipline Policy and

Practice (second edition)

Articles on Sex and Gender Equity

Preventing and Addressing Cyberbullying through

State and Local Policies

Unmasking Gender Bias –Observing Hidden

Preventing and Addressing Cyberbullying through

Equitable State and Local Policies

Podcast
3 Ways to Make Schools Safe for LGBTQ Students
– Podcast Episode 189

GLSEN
https://www.glsen.org/

For Students
Ally Week
Day of Silence
GSA Resources
Register Your GSA

For Educators
Educator Guides
Safe Space Kit
LGBT-Inclusive Curriculum
Ready, Set, Respect
No Name-Calling Week

Policy Resources
GLSEN UP
Model Laws & Policies
State Resources
Federal Resources

PFLAG
https://pflag.org

Cultivating Respect: Safe Schools for All

Ready to be an advocate for safe schools? This publication gives you the tools and resources you need to make sure that all kids have access to education in a safe and supportive environment.

Claim Your Rights

Protect the rights of LGBTQ students by ensuring that reports are collected and the case is made for laws and policies to address issues of harassment, bullying, and discrimination.

Training Toolkit: Working with School Personnel for Safer Schools

Resources

Transgender Education Network of Texas
https://www.transtexas.org/

Social Activities and Community Engagement
- Cultural competence program for businesses, schools, municipalities, etc.
- Gender Advocacy Academy in partnership with ACLU TX

Advocacy
- Serving transgender students in the classroom
- Host in partnership All in for Advocacy Day and Trans Lobby Day

Empowerment
- Supporting individuals and groups to tell their stories as individuals that will change hearts and minds through authenticity

Texas Trans Kids
https://www.txtranskids.org/

- GSA
- Dress Code
- Access to Facilities
- Bullying & Harassment

The Trevor Project
https://www.thetrevorproject.org

Model School Policy - This resource helps educators and administrators implement comprehensive suicide prevention policies in communities nationwide.

Trevor CARE Trainings
The Trevor CARE Trainings help adults who work with youth learn to "Connect, Accept, Respond and Empower" (CARE) young people in crisis. This training discusses LGBTQ-specific risk factors for suicide, explores protective factors that can lower these risks and how to help youth get the support they need.
If you are interested in learning more about training cost and scheduling, please email us at Education@thetrevorproject.org
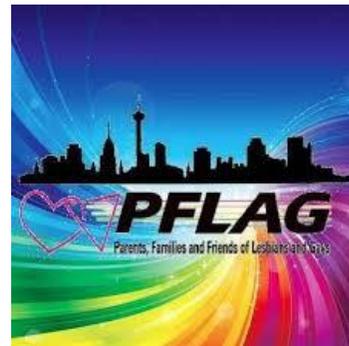
TENT — TRANSGENDER EDUCATION NETWORK OF TEXAS
TRANS RIGHTS ARE HUMAN RIGHTS

IDRA

https://www.transtexas.org/

info@transtexas.org

IDRA

www.idra.org

(210) 444-1710

IDRA
EAC-South

PFLAG

https://pflagsanantonio.org/

HELP LINE (210) 848-7407

PFLAG
Parents, Families and Friends of Lesbians and Gays

Thank You