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

- 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
Being an Ally

1. Be open.
2. Ask questions.
4. Speak up.
5. Help your kids.
6. Challenge others.
7. Become an advocate.
Pronouns versus preferred gender pronouns

Normalize the inclusion of pronouns through introductions

Frame it as a question
– “Can you tell me which pronouns you use?”

Listen and practice using correct pronouns
– Make every effort to get it right, not just because someone says it’s the “right” or “PC” thing to do

Pronouns help define who we are

Using Non-Gendered Language Can be Helpful

He
Him
Hers

She
Her
Hers

They
Them
Their

He
Him
Hers

She
Her
Hers

They
Them
Their

Non-Gendered Pronouns:

Xe
Xem
Zir
Hir
Activity - Your Turn!
What surprised you?
“All students are valuable; none is expendable.”
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 LGBTQ+ issues.
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.

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!

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/](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/](https://www.txtranskids.org/)

### Resources
- **GSA**
- **Dress Code**
- **Access to Facilities**
- **Bullying & Harassment**

## The Trevor Project

- [https://www.thetrevorproject.org](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
Thank You

PFLAG
https://pflagsanantonio.org/
HELP LINE (210) 848-7407

IDRA
https://www.transtexas.org/
info@transtexas.org

IDRA
www.idra.org
(210) 444-1710

IDRA
www.idra.org
EAC-South

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