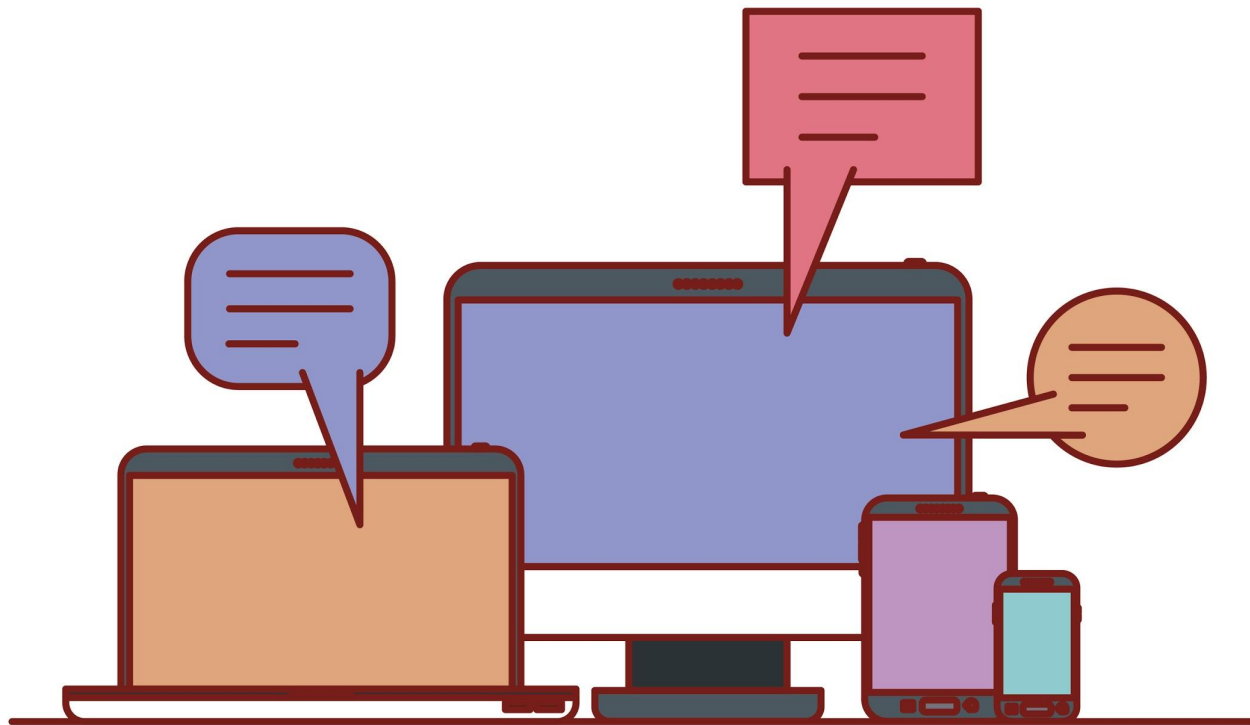


You're Welcome Here!

Creating Welcoming and Inclusive
School Environments for
LGBTQ Families





What are you hoping to gain from this session?

<https://padlet.com/haugr/i9zkp7lxdyhb>

Outcomes

Learn strategies to ensure LGBTQ families feel welcome and become engaged in their children's schools

Support teachers and staff with professional development related to creating welcoming and inclusive environments for LGBTQ families

Respond to parent concerns from and about LGBTQ families

Expectations for Respectful Conversations



Listen actively

Speak from your own experience

Respectfully challenge

Participate

Share your own story and experience

Gain a deeper understanding

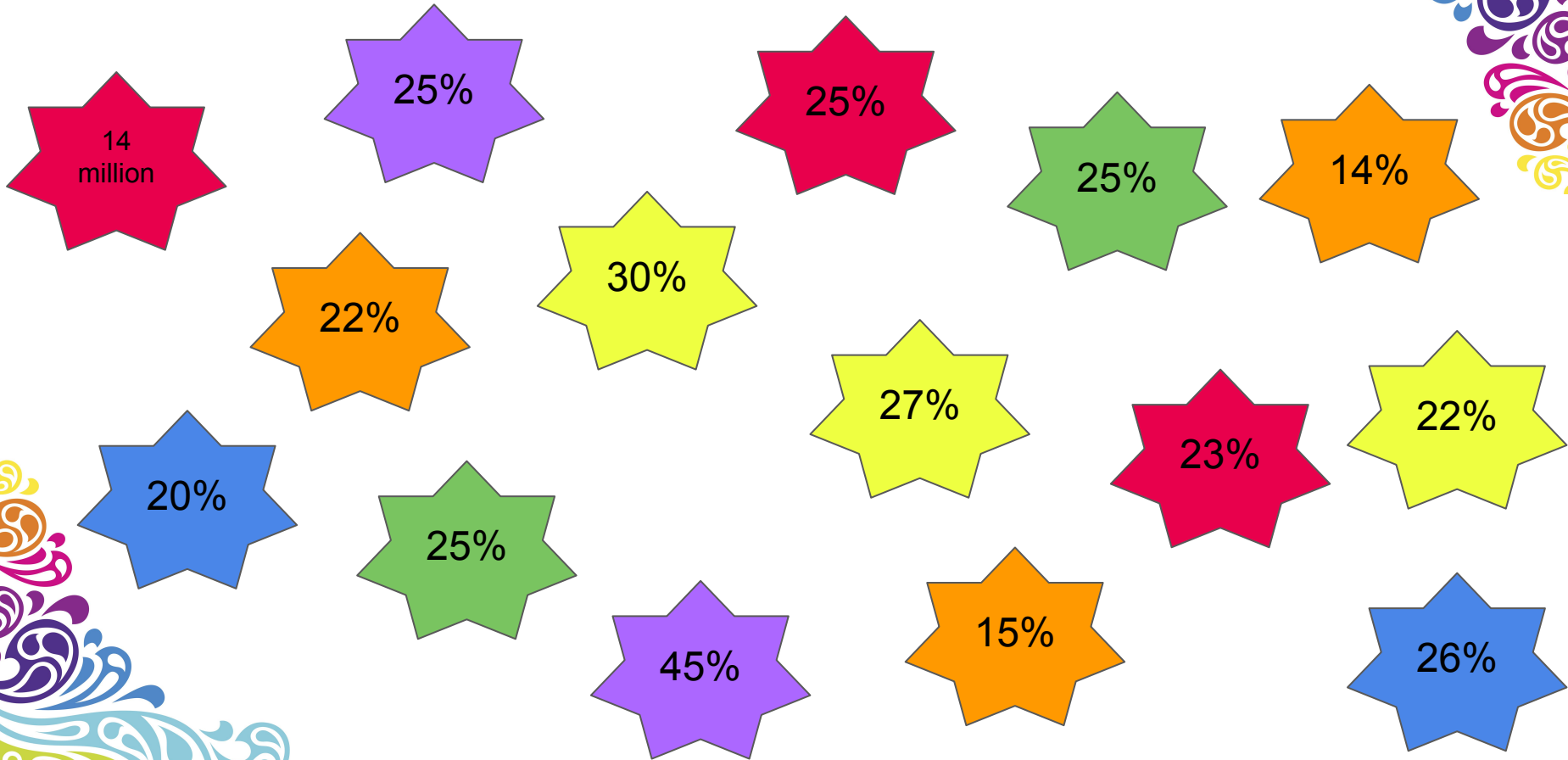
Be aware of body language and nonverbal responses




Current Reality




Data



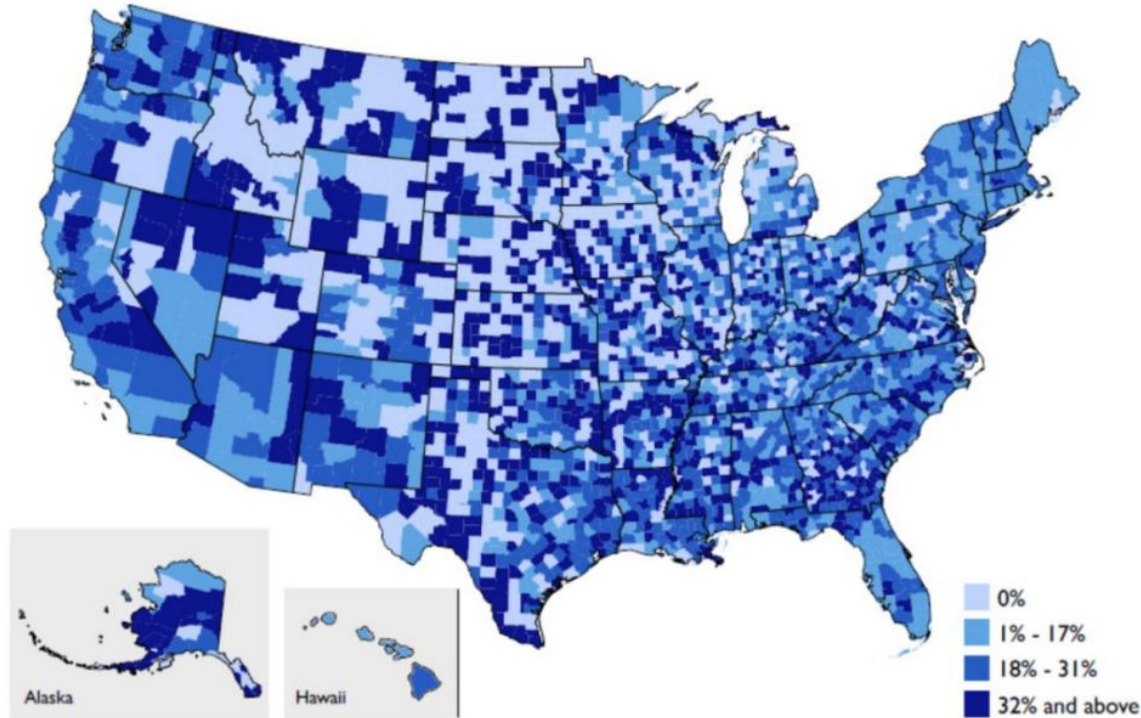



Professional associations like the *American Medical Association*, *American Counseling Association*, *National Education Association* and the *National Association for Multicultural Education* have called for the respectful inclusion and treatment of LGBTQ children and families



LGBTQ Families in Your School

Figure 6. %Same-sex couples with biological, adopted, or foster children under 18 in the home
Census 2010





**Educators agree that silence around this
issue will have damaging outcomes for
children...**

(Burt, Gelnow, & Lesser, 2010)



Yet, there is fear around raising the issue

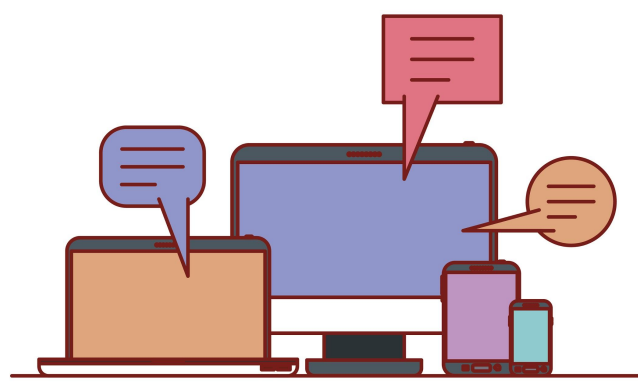
How can we help arm educational leaders, teachers,
and staff with information and support so they can be
supporters of LGBTQ families?





Professional Development





What pre service training did you receive as part of your teacher preparation courses?

What professional development have you received on this topic?

<https://padlet.com/haugr/i9zpk7lxdyhb>

Professional Development

When planning professional development keep the following in mind:

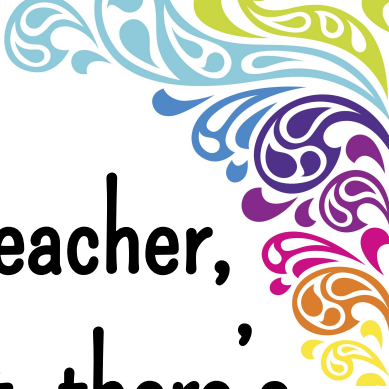
- A two-hour workshop is not enough
- Conduct needs assessment
- Ensure presenter has adequate knowledge
- Recognize personal biases
- Be aware of staff turnover
- Conduct annually



Professional Development

Should focus on three points:

1. Evaluation of personal and institutional beliefs and biases
2. Information about LGBTQ issues such as bullying and discrimination
3. Education about strategies, practices, and behaviors to create supportive school environments



“When someone with the authority of a teacher, say, describes the world and you’re not in it, there’s a moment of psychic disequilibrium, as if you looked into a mirror and saw nothing.”



-Adrienne Rich



Tips for School Personnel



Supporting Faculty

JOB DESCRIPTION

JOB TITLE:	
WAGE / SALARY:	

Position Summary:
[A one sentence description of what the position does in your business]

Essential Job Functions and Responsibilities:
[List the major areas of responsibility covered by the position]

Primary Objectives:
[List the main goals and objectives of the position within the business]

Job Requirements:
[List the experience, skill, and education levels required to perform the job]

Education and Experience:
Degree or equivalent experience:
Years of experience:
Specialized training in:
Active affiliations:
Other requirements/certifications:

Physical Demands:
[List any physical demands that are representative of the physical requirements necessary for the employee to successfully perform the job.]

Work Environment:
[List some characteristics that are representative of the environment the employee will encounter on the job]

Limitations and Disclaimer:

This job description indicates in general the nature and levels of work, knowledge, skills, abilities and other essential functions (as covered under the Americans with Disabilities Act) expected of an incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required of an employee. An employee may be asked to perform other duties as required.




Welcoming Prospective Parents



First impressions matter

**When we bring all prospective families into the conversation
we allow our position to become a factor in everyone's
decision-making process**



Our Mission

Crossroads College Preparatory School strives to be an exemplary and engaging learning community committed to justice and equity.



Check if the patient is also the person who will be financially

*First Name

Marital Status Select...
 Single
 Married

*Address

How long at this address?

*Main Phone

Re

Pre



Parent(s)/Guardian(s) who reside with the student	
Parent/Guardian Name (First, Middle, Last)	Primary
Parent/Guardian Name (First, Middle, Last)	Primary

How Do I Become Involved in My School?

Show School Spirit. This does not mean wearing school colors every day, but try to attend sporting events, pep rallies, school dances and plays to meet people outside of the classroom. Your high school years will be filled with fun activities, social opportunities, and other events that will create memories and new friendships.

Discover Your Passion. High school encourages students to pursue their interests by exploring new classes, clubs, and organizations. If your school does not offer a club that matches your interests, then talk to your principal or teachers about possibly starting a new group.

Give Back to the Community. Finding time to volunteer and perform community service not only helps others but is personally rewarding. Completing service hours is also a good way to add polish to your college applications. Think about ways you can raise awareness for a worthy cause or lend a hand to those in need.



Building Relationships With Same-Sex Parents



Form a personal connection

Support Parent/Teacher relations

Facilitate Parent/Teacher relations

Placement considerations

School involvement

LGBTQ Parent Affinity Group



Building Relationships With Same-Sex Parents



Events


Confidentiality

Do not “out” LGBTQ parents


Professionalism and respect

Encourage participation





The adoption and consistent enforcement of school policies is the *most recommended* action for schools to take to eliminate bullying, harassment, and discrimination of LGBTQ students and families

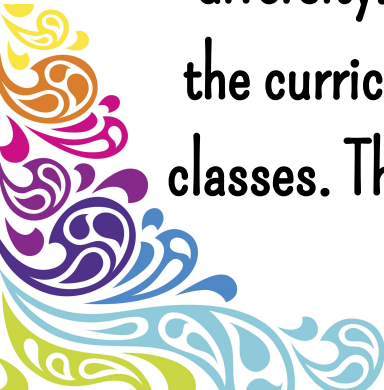


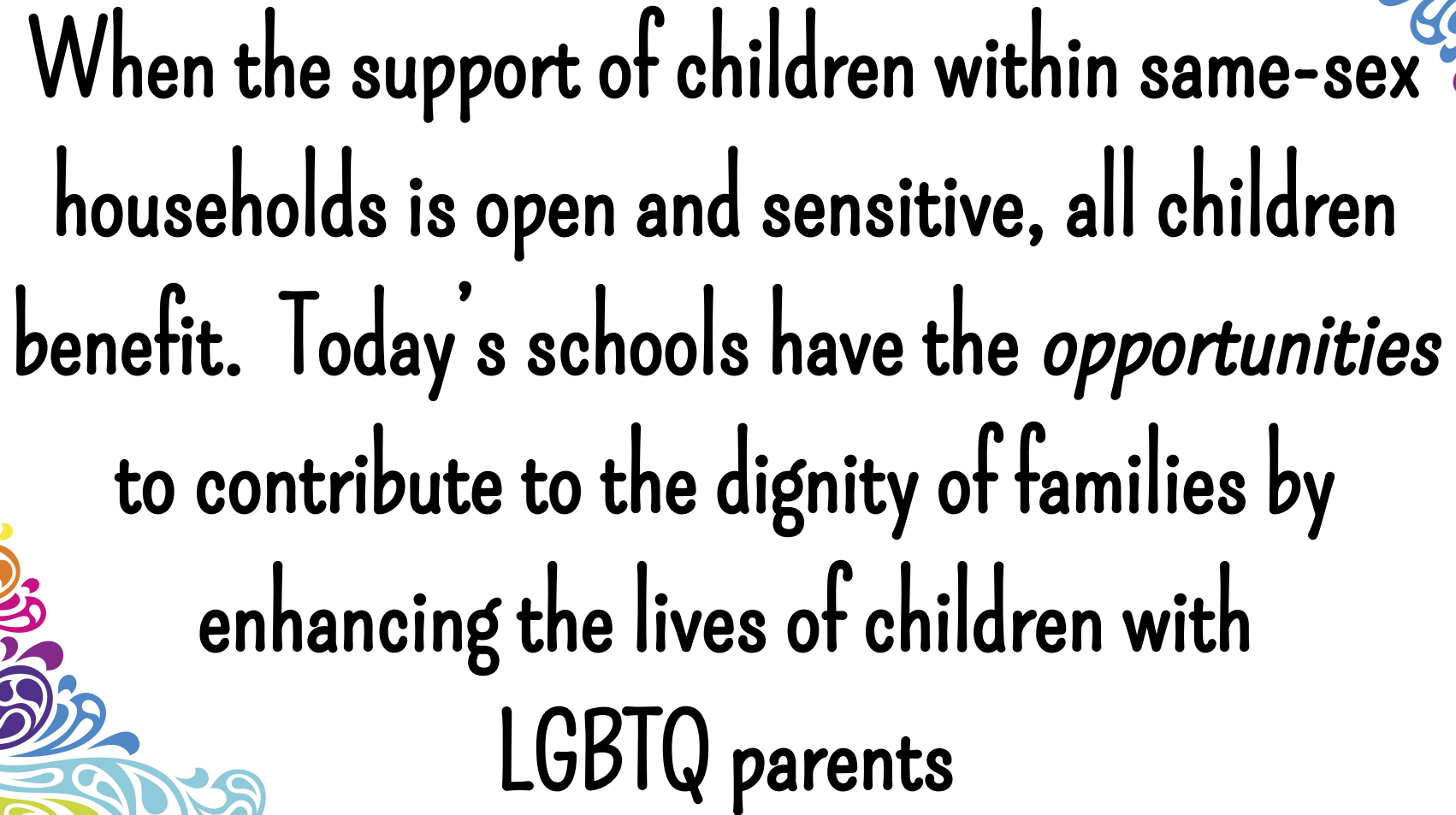
Los Angeles Unified School District Policy



The Los Angeles Unified School District (LAUSD) is perhaps the most diverse school district in the world. We recognize the importance of children seeing themselves and their stories represented in their schooling.

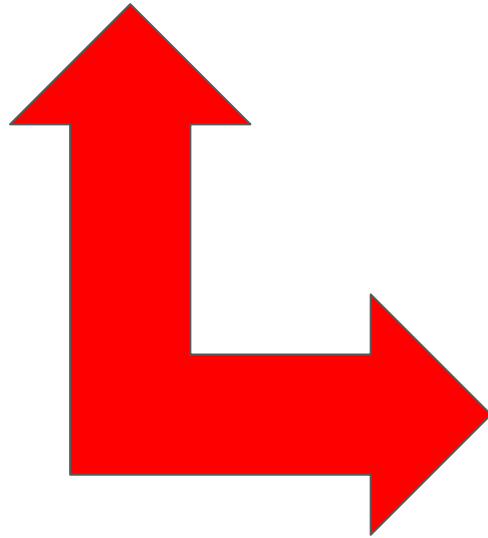
As such, we strive to adopt curriculum and books that represents this diversity. That being said, we also encourage our teachers to supplement the curriculum with books that are particularly applicable to their specific classes. The California Department of Education underscores this directive.





When the support of children within same-sex households is open and sensitive, all children benefit. Today's schools have the *opportunities* to contribute to the dignity of families by enhancing the lives of children with LGBTQ parents

What's the one thing that teachers say made them feel comfortable integrating gay themes into their curriculum?



We support you!



We support you!





Social-Behavioral Curriculum





MO SW-PBS Essential Components

- Common Philosophy & Purpose
- Leadership
- Clarifying Expected Behavior
- Teaching Expected Behavior
- Encouraging Appropriate Behavior
- Discouraging Inappropriate Behavior
- Ongoing Monitoring
- 8 Effective Classroom Practices

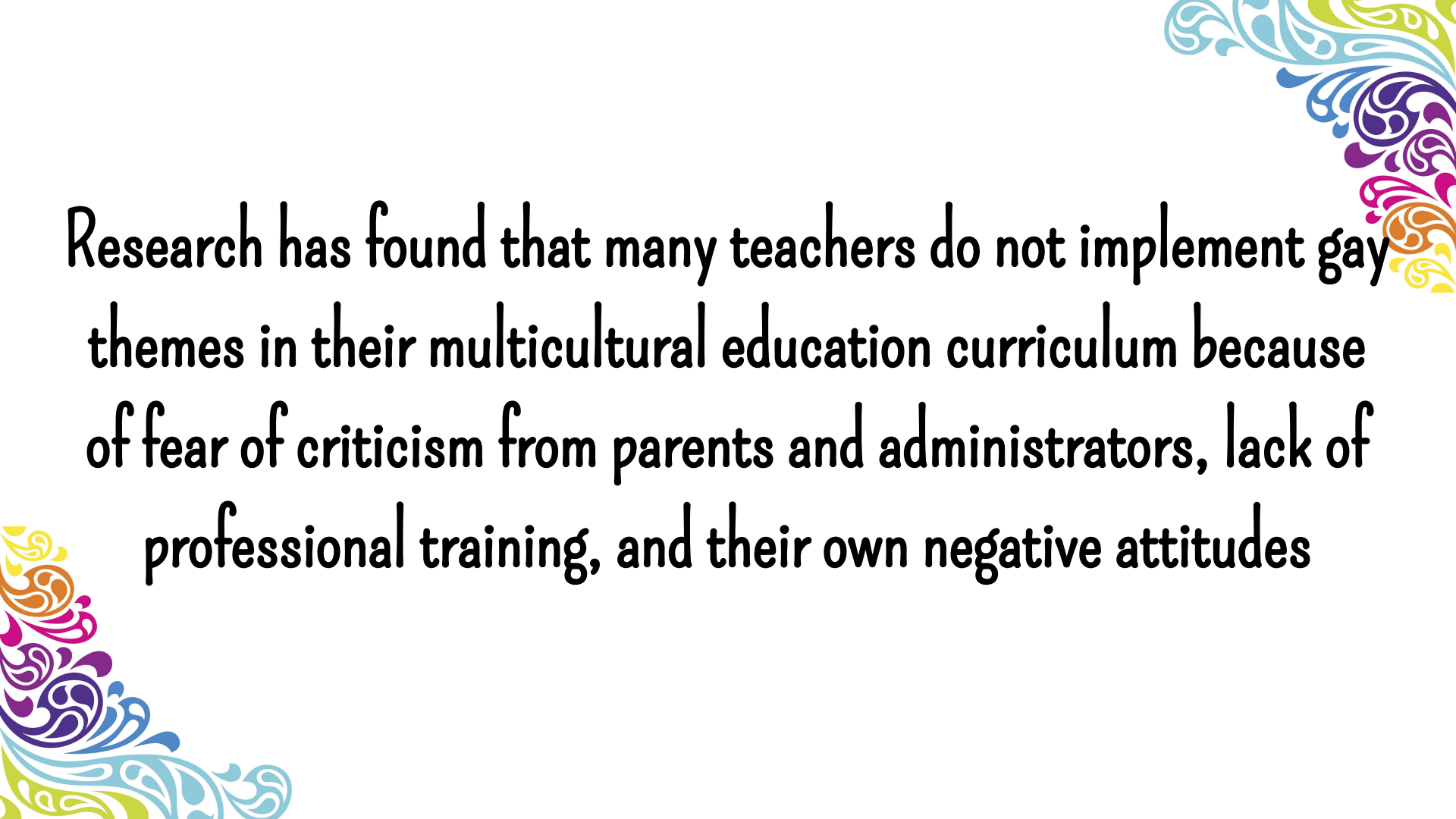


Components Required to Transform School Climate

Type of Intervention	Resources and Outcome
Cultural	<ul style="list-style-type: none">• Recognition of anti-LGBTQ school climate in public and private K-12 schools• Development of language to articulate climate concerns
Individual	<ul style="list-style-type: none">• Personal confidence and social network to “be yourself”• Student empowerment to critique school climate among peers and teachers• Adults and teachers who support student concern with LGBTQ issues
Curricular and co-curricular	<ul style="list-style-type: none">• Awareness of LGBTQ issues, racism and sexism early in school career• Structured opportunities to mix student social groups• Involvement in social change organizations
Institutional	<ul style="list-style-type: none">• LGBTQ counseling and support groups led by informed school staff• Enhanced security and supervision of unowned spaces• Measurement and monitoring of school climate• Trained school staff held accountable for addressing LGBTQ issues• Administrative and school board commitment of material and human resources to LGBTQ issues



Academic Curriculum

The image features decorative swirls in the top right and bottom left corners. The top right swirl is composed of blue, purple, and yellow colors, while the bottom left swirl is composed of yellow, purple, and blue colors. The text is centered on a white background.

Research has found that many teachers do not implement gay themes in their multicultural education curriculum because of fear of criticism from parents and administrators, lack of professional training, and their own negative attitudes

Reasons to Integrate LGBTQ Literature



Development of strong social identities and pride

Expansion of their cultural awareness and differences among themselves
and other children/cultures

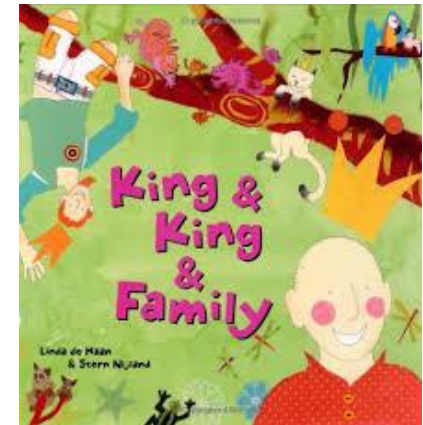
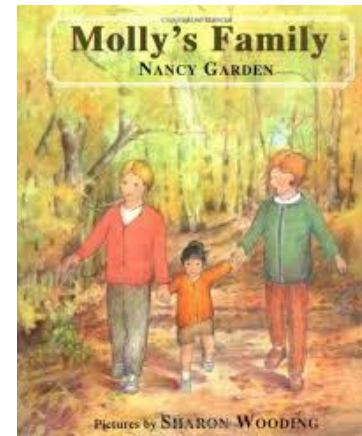
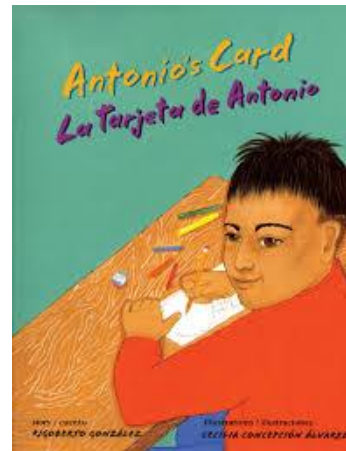
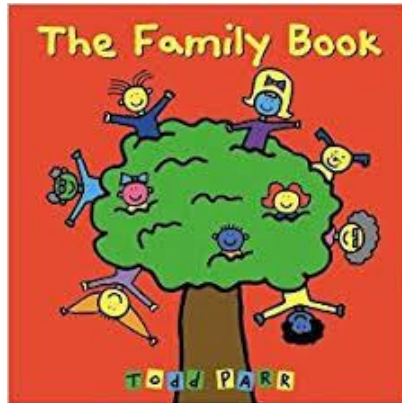
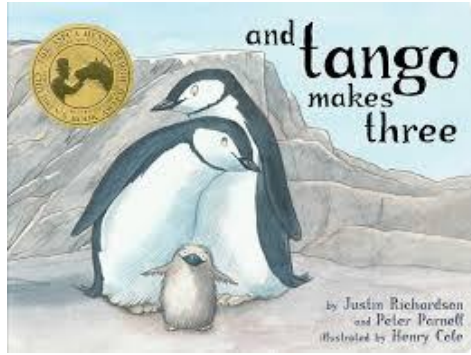
Identify stereotypes and misconceptions

Learn that unfairness and prejudice hurts others

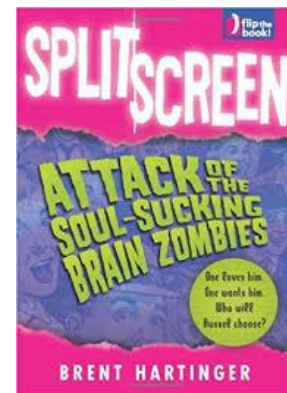
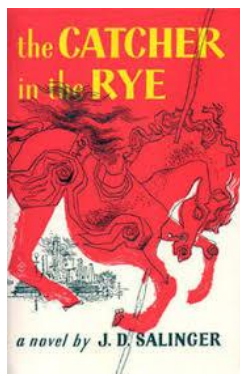
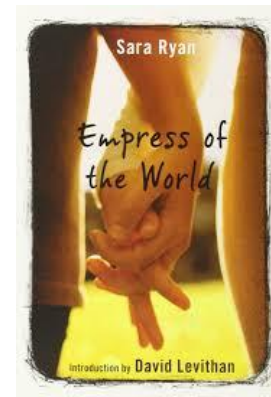
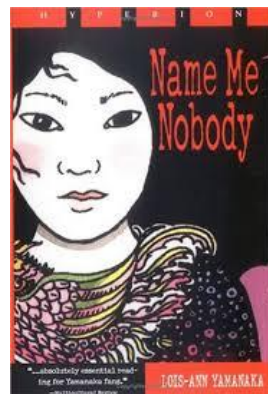
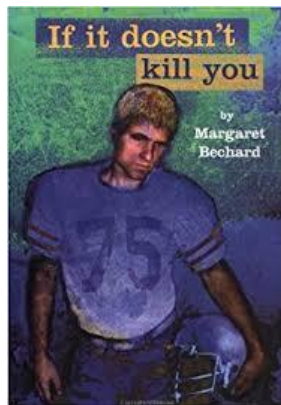
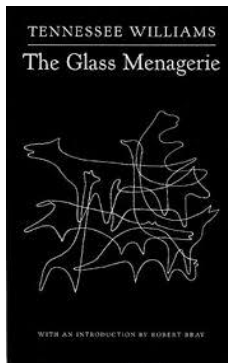
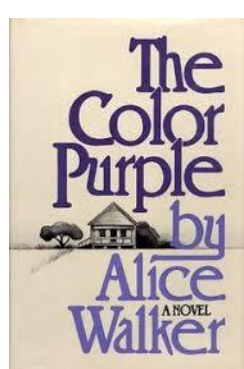
Develop skills and strategies



Elementary Curriculum



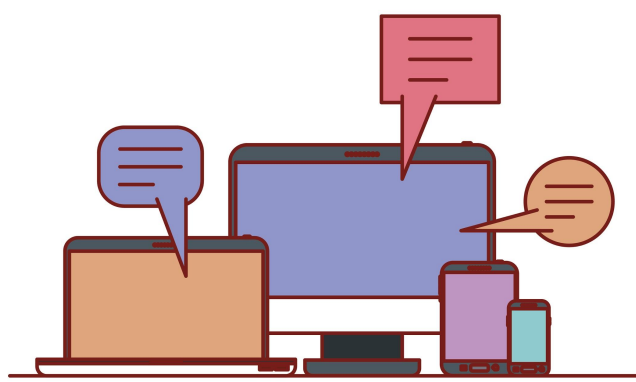
Middle and High School Curriculum



Integrate Into All Content Areas

Coverage of LGBTQ issues should be integrated throughout the curriculum, rather than relegated to an inserted box on the side of a page or only discussed during a special week or month






It can take years to develop a fully inclusive curricula.

What is something you can do next week to make
one small change?


<https://padlet.com/haugr/i9zkp7lxdyhb>

Parent Concerns





Powerful social forces propel the controversy
around LGBTQ families and often lead to the
fear and *confusion* that affect so many
educators



Common Parent Concerns



Talking about LGBTQ people is the same as talking about sex

If my child is exposed to LGBTQ issues they will be confused or become gay

My religion thinks being LGBTQ is wrong

Are LGBTQ issues more important than my _____?


This is a distraction from academics.

What about No Promo Homo Laws?



Resistance Strategies




- Teaching resistant participants the dangers of NOT protecting LGBTQ students/families
 - Remind resistant individuals that their moral obligations as educators (to enhance the well-being of ALL students) outweigh personal beliefs they have about sexual orientation, gender expression, or family constellations
- 

When parents are presented with statistics, their attitudes change and concerns turn to *empathy*



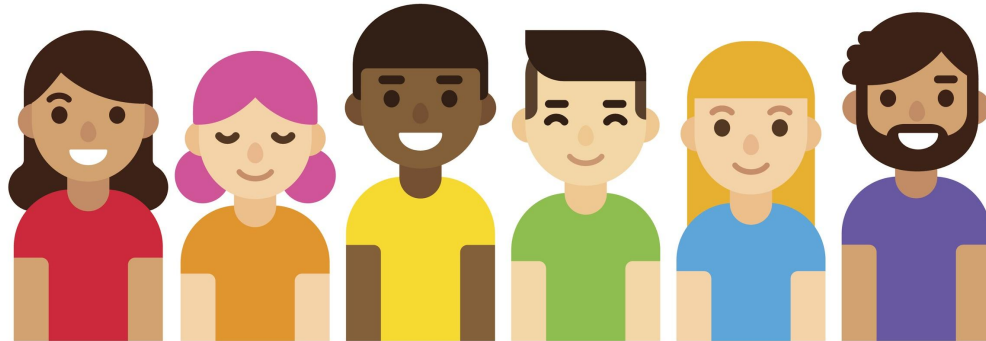


**No one's beliefs can take
precedence over student and
family safety and protection**

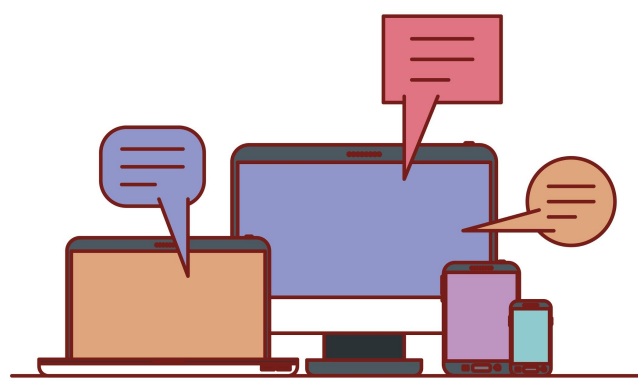


(Burt, Gelnow, & Lesser, 2010)

Schools that are safe and supportive for
LGBTQ students and families are safe and
supportive for *ALL* students and families



(Oberg, 2015)



It is up to each of us to do whatever we can do. If we don't, we inadvertently support the exclusion and harm that currently exists. What will you do?

<https://padlet.com/haugr/i9zkp7lxdyhb>

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http://www.stonewall.org.uk/sites/default/files/hbt_language.pdf

THANK YOU

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