# NEED TO KNOW WEBCAST

## Creating a Safe Space: For Our LGBTQ+ Students and their Allies

**February 20, 2020 – 7:00 PM**

Providing a Safe Space
LGBTQ+ Interest Group

# Hello!

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RIAEA Board: Programs & Conference Co-Chair

DIVERSE
INCLUSIVE
WELCOMING
ACCEPTING
EMBRACING
SAFE SPACE
FOR EVERYONE

This room is a
SAFE
SPACE

# What is an Ally?

Definition
Purpose
Becoming an ally
Indicating you are an ally

# What is a Teachers' Role?

- Teacher role transforms into an ally and advocate.
- Create strategies to ensure ALL students are safe and welcome in your space.
- Setting guidelines to ensure fairness to ALL, while remaining an advocate, an ally, a teacher and friend.

**26% of LGBT youth say their biggest problems are not feeling accepted by their family, trouble at school/bullying, and a fear to be out/open. 22% of non-LGBT youth say their biggest problems are trouble with class, exams and grades.**

HUMAN RIGHTS CAMPAIGN®

www.hrc.org/youth

#LGBTYOUTH

# Terminology

- Asking for the correct name and pronoun.
- The meaning behind changing your name and pronoun.
- Say sorry and move on
- Strategies for ensuring all students use the correct name/pronoun

# The Genderbread Person v3.3

by it's pronounced METROsexual.com

## Gender Identity

- Woman-ness
- Man-ness

## Gender Expression

- Feminine
- Masculine

## Biological Sex

- Female-ness
- Male-ness

## Sexually Attracted to

- (Women/Females/Femininity)
- (Men/Males/Masculinity)

## Romantically Attracted to

- (Women/Females/Femininity)
- (Men/Males/Masculinity)

Identity
Attraction
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# LGBTTQQIAAP

**Lesbian**
A woman who is primarily attracted to women.

**Gay**
A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.

**Bisexual**
An individual attracted to people of their own and opposite gender.

**Transgender**
A person whose gender identity differs from their assigned sex at birth.

**Transexual**
An outdated term that originated in the medical and psychological communities for people who have permanently changed their gender identity through surgery and hormones.

**Queer**
An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community.

**Questioning**
The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression.

**Intersex**
An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male."

**Ally**
Typically a non-queer person who supports and advocates for the queer community; an individual within the LGBTQ+ community can be an ally for another member that identifies differently than them.

**Asexual**
An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many subgroups.

**Pansexual**
A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities/expressions, not just people who fit into the standard gender binary.

**cisgender:** individuals whose identity and expression usually match up with the sex assigned to them at birth.

## Transgender

the umbrella term, sometimes abbreviated as trans*

describes what these varied identities have in common: some element of crossing over or challenging traditional gender roles, expressions, or expectations.

You might be intimidated by all these new words. I know I was. So...why all the labels? I think about that Mark Twain quote, you know, the one that says the difference between the right word and the almost-right word is the difference between lightning and a lightning bug. Fortunately, we don't have to memorize all these terms - there's no quiz! Just remember to approach each new person you meet with a respectful attitude and open heart.

# Getting to Know Your Students

## Tips & Tricks!

Actively listen
Be aware of subtle clues

Don't ask more than they are willing to share

Build trust and gain confidence

Be open and available

# Ensure confidentiality.

## Three Rules for Confidentiality

Before beginning a personal conversation with a student remind them that your secrecy will only break IF, AND ONLY IF:

1. The student is harming themselves
2. The student is harming others
3. The student knows of someone who is being harmed

# States with "No Promo Homo" Law

Figure 1: Map of State "No Promo Homo" Laws (as of January, 2018)

State Has "No Promo Homo" Law

State Does Not Have "No Promo Homo" Law

State Had "No Promo Homo" Law in 2017, Since Repealed

**Total Public School Enrollment for "No Promo Homo" Law States**

| State | Student Enrollment |
|---|---|
| TX | 4,929,986 |
| AZ | 936,781 |
| SC | 726,965 |
| OK | 667,246 |
| LA | 653,921 |
| AL | 630,683 |
| UT* | 568,045 |
| MS | 410,089 |
| Total | 9,523,716 |

**As of July 2017, Utah repealed its law.*

# Know your contract and district policies.

- Be familiar with your contract
- Know YOUR support systems
- Know the student support systems
- Get comfortable with being uncomfortable
- Tread lightly: there is a time and place for everything

# Advocacy

- Forms of advocacy
- Things to do today
- Increasing advocacy and support in your school

# Q&A

"Pride" by Scott Tobin, mural, 2009

# Every School Space is a Safe Space!

- Place a **Safe Space** sign in a visible area in every school space. Available for download at glsen.org
- Review the Ally Handbook. Also available at glesen.org
- Please do not hesitate to reach out with any questions.
  - bwmorang@gmail.com
  - carlosacruz77@gmail.com
- NAEA LGBTQ+ Website:
  - https://naealgbtq.home.blog

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