

The Path to LGBTQ Inclusive Curriculum

Kate Okeson

Developing Best Practices
for Success in the Classroom

Session Objectives

In this presentation we will

- offer pedagogical approaches to inclusion, best practices, and common challenges
- discuss cultural competencies that help with effective LGBTQ inclusive lessons and curriculum
- share a matrix/framework for guiding lesson development and implementation
- open the presentation for participants to share their lessons and experiences

Context

New Jersey Law Against Discrimination (NJ LAD)

Title IX

GLSEN (***Gay, Lesbian, Straight Educator Network***) Climate Survey

Amistad Curriculum

Holocaust Curriculum

California FAIR (***Fair, Accurate, Inclusive, and Respectful***) Act

DOE Transgender Guidance in NJ Schools

Making Schools Safe and Inclusive

Who has done this historically?

How?

How do we know what works?

Frequency of Victimization

Percent LGBTQ students reporting in 2000

43% experienced verbal harassment
18% experienced physical harassment
8% experienced physical assault

And in 2017:

20% experienced verbal harassment
5% experienced physical harassment
3% experienced physical assault

Availability of School Resources

Percent LGBTQ students reporting in 2000

38% Supportive Staff
20% GSAs
11% Positive inclusion in curriculum

And in 2017:

58% Supportive Staff
50% GSAs
15% Positive inclusion in curriculum

What is Being Taught?

Only 19.8% of LGBTQ students were taught positive representations about LGBTQ people, history, or events in school

Less than half (41%) of LGBTQ students could find information about LGBTQ-related issues in their school library

Only 6.7% of LGBTQ students received LGBTQ- inclusive sex education at school

*18.4% had been taught **negative content** about LGBTQ topics.*

Data from the 2017 National School Climate Survey:

The Experiences of Lesbian, Gay, Bisexual, Transgender, and Queer Youth in Our Nation's Schools.

Developing Cultural Competencies

Acceptance and affirmation over explanation

Whole communities over individuals

What competencies exist?

Which domains receive the most training?

The most support?

Intersectionality

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

In educational practice:

- Who are we?
- Does the school know who it serves?
- Does the school recognize multiplicity?
- How does that shape what we teach and learn?
- How does that form good pedagogy?
- What impacts and outcomes may we see/experience?

An Example of an Intersectional Text

[Things I'm Afraid to Say](#)

This is an example of a text that illuminates intersectional identity and provides us with an opportunity to understand that successful lessons we design have to be dynamic, open and aware of the complexity of identity

That identity is not flat or static demonstrates the challenges of approaching content from an intersectional standpoint.

Pedagogical Approaches to Inclusivity

What opportunities exist for educators to plan and prepare for inclusive education, whether aiming for LGBTQ inclusion, inclusion of people with disabilities, or with the Amistad Curriculum?

1. Contributions : Heroes and Holidays
2. Ethnic Additive :
3. Decision-making / Social Action :
4. Transformative :

Inclusive Lesson Planning

What is your objective?

Which approach are you taking?

- Contributions
- Additive
- Social Action
- Transformative

*We must ensure that **all** students see themselves, see others, and have access to others in their educational experiences*

Lesson Plan Template

Making Learning Visible (Hattie, 2018).

- Intention
- Clarity
- Students “get” what they are learning

Mirrors, windows, and sliding doors (Sims Bishop, 1990)

Model Lessons for Empowering Language with NJSLA-Aligned Skill & Strategy Development

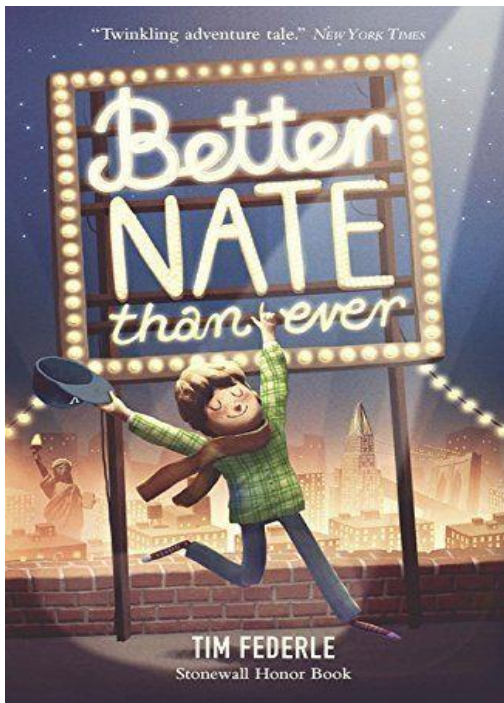
What can it look like?

Plain & Simple: Our language affects the way in which students learn.

Our intentional language can be:

- influential
- a means for noticing and naming
- a way to foster identity
- strategic in ways that promote agency
- flexible
- a way to show “knowing”
- evolutionary

Lesson Plan Review



Let's try it with the template!

Better Nate Than Ever

In this interactive read aloud activity, we will close-read *Better Nate Than Ever* for standards-based ideas that highlight the political, economic, and social contributions of an impactful LGBTQ individual.

We will consider how our initial ideas are translatable to the lesson plan template.

In addition, special attention will be paid to the “choice words” and language throughout the lesson.

Questions & Discussion

kokeson@rumsonfairhaven.org