

Supporting LGBTQ Students

Creating Inclusive School Communities

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Today's Intentions

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- Overview of GLSEN and the support we provide for LGBTQ students and educators
- Review statistics about LGBTQ student experiences hearing what they need from their educators
- Provide strategies and resources for supporting LGBTQ students and creating inclusive school environments

GLSEN Overview

GLSEN's Mission

GLSEN is the leading national education organization focused on ensuring safe schools for all students, regardless of sexual orientation or gender identity/expression.

All students deserve a safe and supportive learning environment that is free of bias-based behavior.

Addressing LGBTQ bias in schools makes schools safer for all students regardless of their sexual orientation, gender identity or gender expression.

Championing LGBTQ issues in K-12 education since 1990

- Educational Resources & Training
 - Original Research
 - Student Leadership & Action
 - Policy Advocacy
- ~40 Local Chapters



Group Agreements

Group Agreements (continued)

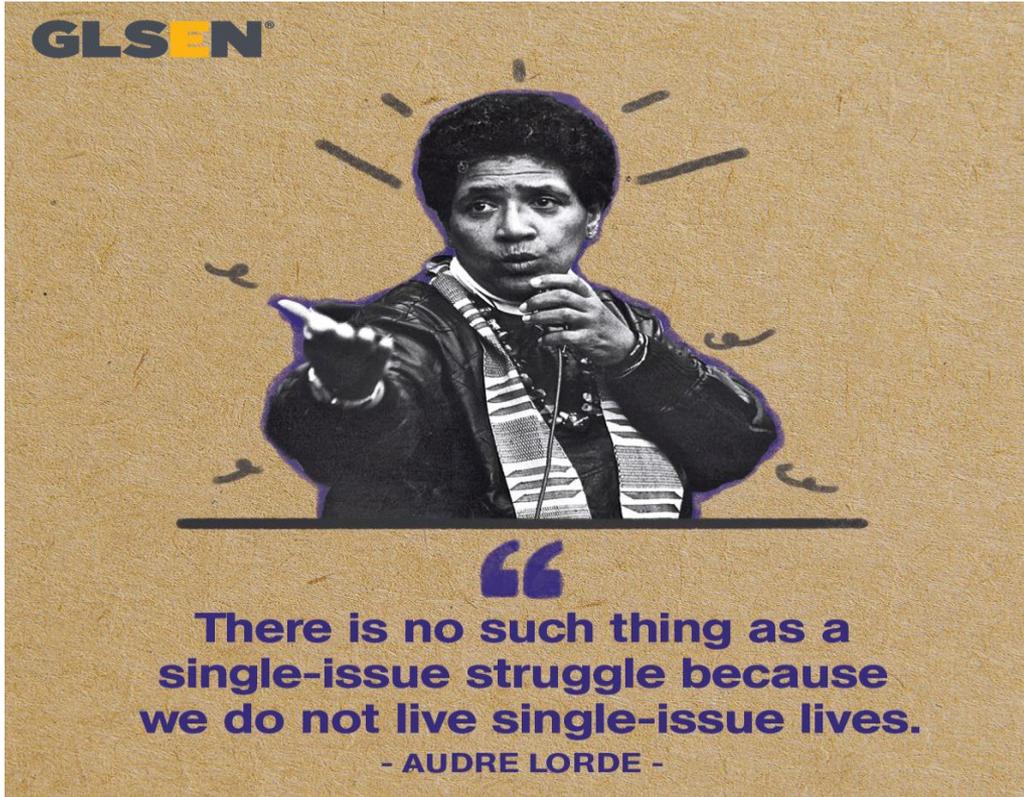
One Mic, One Voice

Make Space/Take Space

Use the language you have.

Anything else that would help you to participate?

Intersectional Framework



GLSEN Research: All Students

GLSEN

From Teasing to Torment: School Climate Revisited

A Survey of U.S. Secondary School Students and Teachers



A Report from GLSEN | www.glsen.org

COMPARED TO THEIR NON-LGBTQ PEERS,
LGBTQ STUDENTS ARE:



3X AS LIKELY TO REPORT THAT
THEY **DON'T** PLAN ON
FINISHING HIGH SCHOOL.

GLSEN.ORG/TEASINGTOTORMENT

SOURCE: FROM TEASING TO TORMENT: SCHOOL CLIMATE REVISITED, GLSEN, 2015

GLSEN®

GLSEN

The 2017 National School Climate Survey

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



A Report from GLSEN
www.glsen.org

GLSEN Research

LGBTQ

Student experiences

GLSEN
DAY of SILENCE

**How will you
break the silence?**



GLSEN Research

Nearly 9 in 10 LGBTQ students experienced harassment or assault based on personal characteristics including sexual orientation, gender expression, gender, religion, race/ethnicity, and disability.

Transgender Student Experiences

Overall, transgender students were more likely than all other students to have negative experiences at school.

Transgender students were:

- More likely than other students to report missing school because they felt unsafe or uncomfortable
- Four times more likely than cisgender LGBTQ students to report that they were not planning to complete high school or were not sure if they would complete high school (2.0% vs. 0.5%)

Genderqueer and Nonbinary Students

Compared to cisgender LGBTQ students, genderqueer/nonbinary students were:

- More likely to **avoid bathrooms, locker rooms, and Gym/Physical Education class** because they felt unsafe or uncomfortable
- More likely to **experience school discipline and discrimination** at school, particularly for gender-related discrimination such as names/pronouns or locker room access



Elementary School Experiences

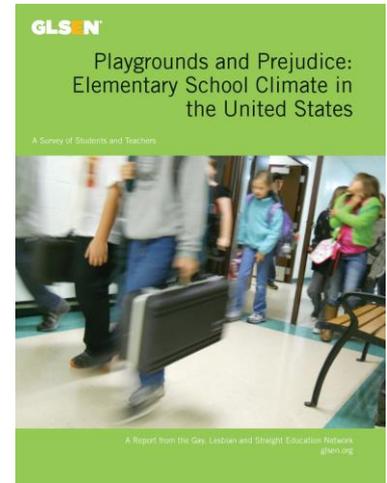
Compared to other students, **gender nonconforming** students:

↑ Called names, made fun of or bullied

↑ Have mean rumors or lies spread about them

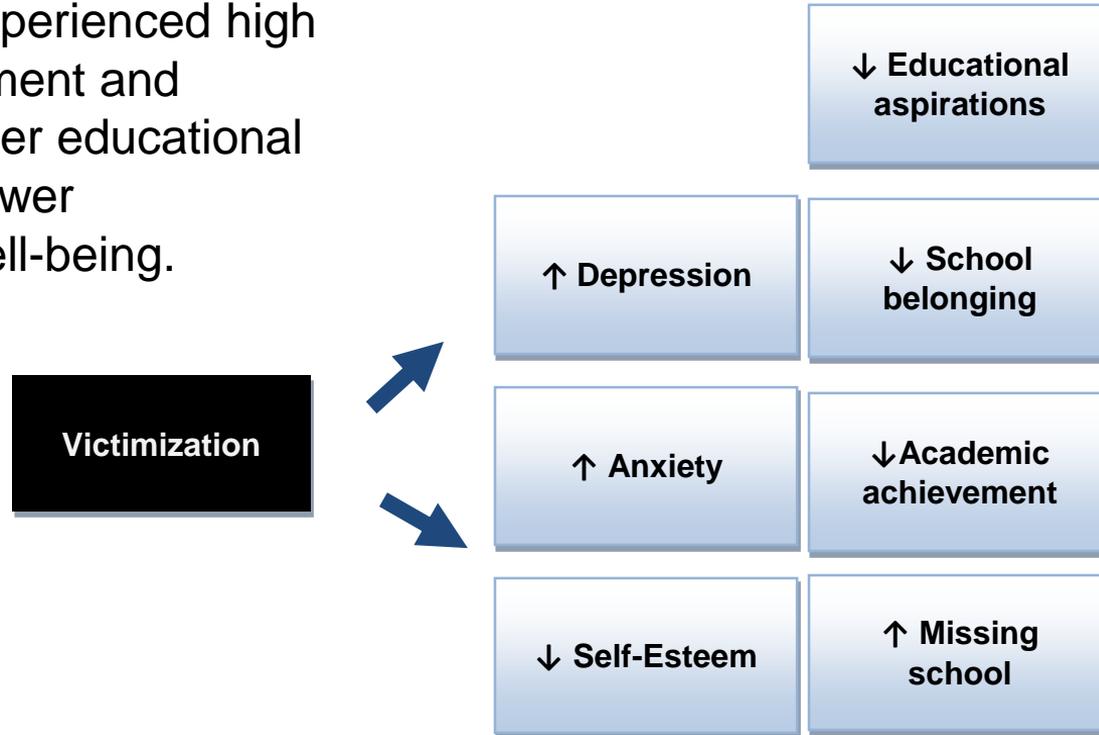
↓ Feel very safe at school

↑ Miss school for safety reasons



Effects of a Hostile School Climate

Students who experienced high levels of harassment and assault had poorer educational outcomes and lower psychological well-being.





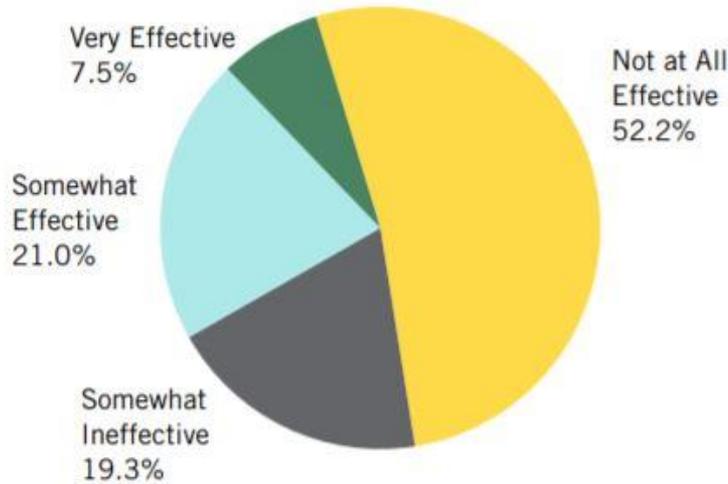
Reporting Victimization

More than half (55.3%) of LGBTQ students who were victimized in school did not report the incident to school staff, most commonly because they doubted that effective intervention would occur or feared the situation could become worse if reported.

60.4% of the students who did report an incident said that ***school staff did nothing in response or told the student to ignore it.***

Effectiveness of Staff Intervention

Figure 1.22 LGBTQ Students' Perceptions of Effectiveness of Reporting Incidences of Harassment and Assault to School Staff (n=6943)



Students reported that staff members' responses were more likely to be **effective** when:

- Staff took disciplinary action against the perpetrator
- Staff educated the perpetrator about bullying
- Staff contacted the perpetrator's parents
- Staff filed a report

LGBTQ Students

1. What are the challenges LGBTQ students face in school?

2. How can schools create a safe and inclusive environment for LGBTQ students?

3. What role do parents and the community play in supporting LGBTQ students?

4. How can educators and staff be trained to support LGBTQ students?

5. What are some best practices for supporting LGBTQ students in the classroom?

6. How can schools address bullying and harassment against LGBTQ students?

7. What are the mental health needs of LGBTQ students, and how can schools address them?

8. How can schools promote diversity and inclusion among all students?

9. What are the legal rights of LGBTQ students in schools?

10. How can schools foster a culture of respect and acceptance for all students?

11. What are the benefits of a safe and inclusive school environment for LGBTQ students?

12. How can schools collaborate with LGBTQ organizations and community groups?

13. What are the challenges of supporting LGBTQ students in rural or conservative areas?

14. How can schools ensure that LGBTQ students have access to necessary resources and support?

15. What are the long-term impacts of a supportive school environment on LGBTQ students?

16. How can schools address the needs of transgender and non-binary students?

17. What are the challenges of supporting LGBTQ students with disabilities?

18. How can schools promote the well-being and success of LGBTQ students?

19. What are the key factors for creating a positive school climate for LGBTQ students?

20. How can schools ensure that all students feel valued and respected?

GLSEN's 4 Supports to Create Inclusive Schools:



- **Enumerated Policies**

Implement comprehensive anti-bullying policy that specifically includes protections based on sexual orientation or gender identity/expression among a list of enumerated categories. **See GLSEN's Trans Model Policy**



- **Supportive Educators**

Educators who show their support for LGBTQ students.

Educators who have had staff trainings on how to address anti-LGBT bullying.



- **Student-led Clubs**

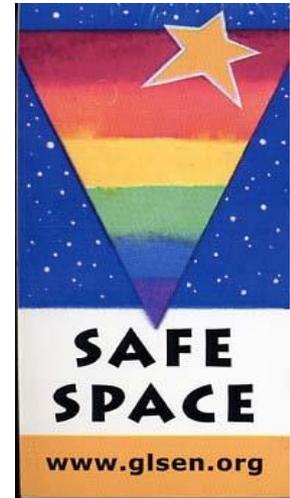
Support for student interventions such as Gender-Sexuality Alliance (GSA) clubs and participation in events such as the Day of Silence.



- **Inclusive Curriculum**

Positive representations of LGBTQ people, history, and events in school curriculum.

Safe Space Kit Overview



GLSEN Safe Space Kit

- To promote visible support for LGBTQ students in middle and high schools
- Kit includes – Guide, Safe Space Stickers, Safe Space Posters



Safe Space Kit

- **Know the Issues:** Understand your knowledge or assumptions about the LGBTQ community
- **Support:** Be a supportive ally to LGBT students.
- **Educate:** Educate your students and other school staff about anti-LGBTQ bias Advocate

Case Study: What can you do?

How can you support Miguel?

What can you do?

One day, you hear a student teasing Miguel in the hallway, laughing and saying, “You look stupid. Why do you have that on? You look so gay.”

1. How do you respond to Miguel?
2. Who in the school community could be mobilized to address this and affirm Miguel?
3. What information and support might the entire staff need to ensure that LGBTQ students are able to enjoy a safe, respectful and healthy learning environment?
4. What proactively could have been done to prevent this from happening?

Advocate: Action Planning

School Assessment

- Review the areas of the school assessment. Where is your school now?
- Identify action steps that can be taken by you to support students and create more LGBTQ inclusive classrooms.
- What can be done now, in the next few months, or next year?

Questions?

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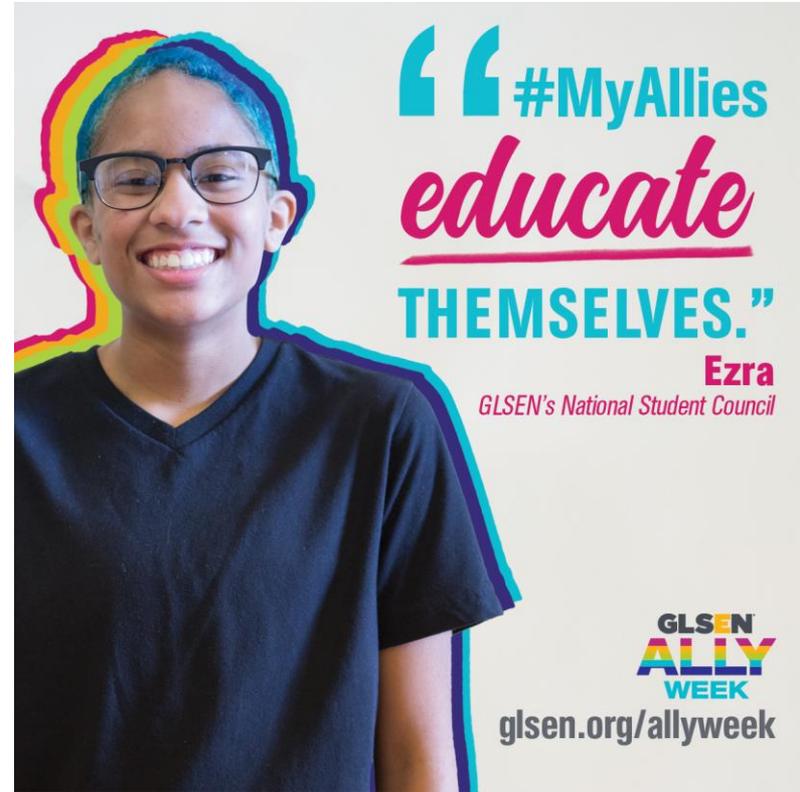
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Thank you!

Stella Raab

Sofia Caphina



**Stay connected! Sign up
for GLSEN's Educator
Network at
glsen.org/educators**

Want more PD?

GLSEN offers 3 and 6 hour professional development trainings for K-12 schools!