INTENTIONALLY CREATING BELONGING FOR QUEER STUDENTS IN SCHOOLS
NAME
PRONOUNS
POSITION
LOCATION

INTROS
Throughout our workshop, write questions you have for us or our student leaders on note cards.
“When we speak we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So it is better to speak.”

—Audre Lorde
Anti-LGBT: States that have laws restricting teachers and staff from talking about LGBT issues at school

Alabama
Arizona
Louisiana
Mississippi
Oklahoma
South Carolina
Texas
Utah

"Like Walking Through a Hailstorm": Discrimination Against LGBT Youth in US Schools.” Human Rights Watch, 6 June 2017.
Employment Non-Discrimination: States that have laws protecting people from workplace discrimination based on sexual orientation and gender identity

California
Colorado
Connecticut
Delaware
Hawaii
Illinois
Iowa
Maine
Maryland
Massachusetts
Minnesota
Nevada
New Hampshire (sexual orientation only)
New Jersey
New Mexico
New York
Oregon
Rhode Island
Utah
Vermont
Washington
Washington, DC
Wisconsin (sexual orientation only)

"'Like Walking Through a Hailstorm': Discrimination Against LGBT Youth in US Schools.” Human Rights Watch, 6 June 2017.
SEX  GENDER  SEXUAL ORIENTATION  CISGENDER  GAY  BISEXUAL  LESBIAN  QUEER  PANSEXUAL  TRANSGENDER  NONBINARY  GSA  AFFINITY GROUP  ASEXUAL  ALLY  HETERO-NORMATIVITY  QUEER/HOMO/BI/TRANS-PHOBIA
SEX: label you are assigned by a doctor at birth based on genitals you are born with: male, female, intersex.
GENDER: socially constructed roles based on a set of expectations from society about behavior, characteristics, and thoughts. Each culture has standards about the way people should behave based on their gender generally centered around behaviors, characteristics, and thoughts.
SEXUAL ORIENTATION: a person's sexual identity in relation to their physical, romantic, emotional, and/or spiritual attraction to another person.
CISGENDER: when a person's gender identity matches the sex they were assigned at birth.
GAY: attracted to the same gender.
BISEXUAL: attracted to the same and other gender(s).
LESBIAN: a woman attracted to other women.
QUEER: a reappropriated umbrella term some use to define their identity as not heterosexual and/or cisgender. This term is not universally accepted.
PANSEXUAL: not limiting physical, sexual or emotional attraction to biological sex, gender, or gender identity.
TRANSGENDER: an umbrella term for people whose gender identity and/or expression differs from the label they were assigned at birth. Many trans people are prescribed hormones and/or undergo surgery to bring their bodies into alignment with their gender. Not all trans people can or will take those steps, and a trans identity is not dependent on those things.
NONBINARY: term used by some people who experience their gender identity and/or gender expression as falling outside of or in between the categories of man and woman.
GSA: Gender and Sexualities Alliance, a student-led club working to create LGBTQ+ inclusive schools.
AFFINITY GROUP: a group of people linked by a common identity or purpose.
ASEXUAL: a sexual orientation characterized by a persistent lack of sexual attraction toward any gender.
ALLY: a term generally used for any member of a dominant group who is a friend, advocate, or activist for people in an oppressed group.
HETERONORMATIVITY: the implied belief that heterosexuality is the norm.
QUEER/HOMO/BI/TRANSPHOBIA: a fear of, prejudice against, or antipathy or hatred toward LGBTQ+ people.
PRONOUN 101

1. Ask for pronouns
2. Use 'em
3. If you mess up . . .
4. Practice
NORMS

1. Share the air (STEP UP and STEP BACK)
2. Invite others' ideas
3. Respect names and pronouns
4. Generosity of spirit: assume best intent and willingness to improve
PROBLEM: LGBTQ+ STUDENTS DO NOT ALWAYS FEEL BELONGING IN SCHOOLS.
Kosciw et al. (2012). The 2011 National School Climate Survey: The Experiences of Lesbian, Gay, Bisexual and Transgender Youth in Our Schools Student quotes from: www.thinkb4youspeak.com
Individually brainstorm as many problems as you can that might contribute to LGBTQ+ students feeling a lack of belonging at your school.

Write each cause on a different post-it.

For meaty topics, it can help to ask a chain of "Why?"
SHARE + CATEGORIZE

- SHARE: Each person shares one cause contributing to the problem. Group similar post-its together on your poster as you each share. Continue sharing in a circle, grouping like causes.

- CATEGORIZE: Give each cluster of post-its you've created a category title. Hang your poster around the room.
If we could solve this, I think it would make the biggest impact.

This would be the easiest/quickest thing to solve.
ONE SOLUTION:
START A GSA!

Kosciw et al. (2012). The 2011 National School Climate Survey: The Experiences of Lesbian, Gay, Bisexual and Transgender Youth in Our Schools Student quotes from: www.thinkb4youspeak.com

EFFECTS OF GSA

Presence of Gay-Straight Alliances and Frequency of Hearing Biased Remarks

Presence of Gay-Straight Alliances and Feelings of Safety and Missing School

Presence of Gay-Straight Alliances and Victimization
HOW TO BEGIN

1. Plan Ahead
2. Announce
3. Survey
4. Facilitate
PLAN AHEAD

1. TIME: when can most kids come?

2. SPACE: where will most kids feel comfy?
● Use word of mouth, morning announcements, newsletters
● Start announcing early
● Include info that will reassure kids: allies welcome, time/space
**GSA CLUB MEETING**

**WHAT:** GSA (Gender & Sexuality Alliance)

**WHO:** All students and teachers are welcome! Both LGBTQ+ students and allies may attend!

**WHEN:** During lunch, starting Friday 9/21

**WHERE:** The library

**WHY:** To hang out, learn about LGBTQ+ issues, and support each other
want our LGBTQ+ club’s focus to be mostly: *

☐ Activist/Outreach: making change in our community for LGBTQ+ rights, acceptance, and understanding. Educating people and making change.

☐ Social: meeting other LGBTQ+ people and building relationships.

☐ Personal: getting resources and support for our individual, personal journeys. Reflecting, growing, learning.

☐ A mix of all three!

☐ Other:

Which of the following activities do you think should be included in Club? *

☐ LGBTQ+ movie and discussion

☐ LGBTQ+ book club: read and discuss LGBTQ+ literature

☐ Create a collaborative website that highlights local LGBTQ+ events and resources

☐ Guest speaker series where we invite local LGBTQ++ speakers to talk about their experiences and their struggles

Any other ideas for ACTIVITIES?

18 responses

- Nope
- SECRET SANTA
- secret santa
- no
- Maybe a meet twice a week month!
- No
- Rainbow themed pot luck during lunch! Ex: Cookies we can decorate to look like rainbows, pride flag, etc. Other foods as well. :)
- LGBTQ+ crafts, and legos!
- paint
- we could make rainbow secret santas
- this is rEqUired
FACILITATE

- Co-create mission statement and norms
- Leadership meeting at beginning of the week to plan content
- Club meeting at the end of the week
OTHER SOLUTIONS?
LET'S CONSULT!
● Each person shares their most pressing dilemma in 30 seconds or less.
● Select one dilemma by counting 3-2-1 and pointing to the person whose dilemma you want to discuss.
● Facilitator = person wearing the most blue
● Facilitator leads group through the protocol and ensures everyone respects norms.

● Meet back together as a whole group in 25 minutes.
QUESTIONS & ANSWERS
EXIT CARD & NEXT STEPS

(After giving us KSH critique in the exit card, please include one concrete step you plan on taking to increase LGBTQ+ student belonging when you return to school.)