PRISM
Professionals Respecting Individual Sexual and Gender Minorities

PARTICIPANT GUIDE

The Alberta Teachers' Association
www.teachers.ab.ca
Online Participant Survey

Please complete the online survey using the link provided.

www.surveymonkey.com/r/AIWorkshopEval
ABOUT THIS WORKSHOP

This workshop is intended to stimulate a critical dialogue that examines teacher, student, school and community attitudes, dispositions and beliefs about gender identity and sexual minority issues in Alberta schools. Schools, classrooms and communities should model inclusion where all students are valued, respected, welcomed and made to feel safe and cared for regardless of their race, ethnicity, ability, class, gender, religion, sexual orientation, gender expression and gender identity.

This workshop is NOT designed to discuss issues related to religion, sexual practices or moral values. This workshop is designed to support the School Act amendments June 2015 (Bill 10), requiring that schools will be welcoming, caring, respectful and safe learning environments, free from discrimination and bullying. These amendments also include the right for students to request a student organization or activity that promotes equity and non-discrimination, such as a Gay-Straight Alliance (GSA) or Queer-Straight Alliance (QSA). All of the activities in this workshop are examples of activities that can be appropriately used with students in a GSA.

WORKSHOP OUTCOMES

- Understand current legislation and educational policy.
- Discuss the role of teachers in supporting sexual and gender minorities in Alberta schools.
- Explore strategies to create inclusive schools for sexual and gender minority students and teachers.
- Reflect upon your own attitudes, beliefs and dispositions in a non-threatening environment.
THE GENDER SPECTRUM

Gender Identity

- Woman
- Genderqueer
- Man

Gender identity refers to how you, in your head, think about yourself as being male or female.

Gender Expression

- Feminine
- Androgynous
- Masculine

Gender expression refers to how you demonstrate your gender identity to others through the ways you dress, behave and interact.

Biological Sex

- Female
- Intersex
- Male

Biological sex refers to the reproductive and sexual anatomy that biologically identifies one as male or female. Intersex is used to describe reproductive and sexual anatomy that do not fit the typical definitions of male or female.

Sexual Orientation

- Heterosexual
- Bisexual
- Homosexual

Sexual orientation refers to your affection and sexual attraction to other persons, based on their sex/gender in relation to your own.

For another representation of the gender spectrum, see "The Gender Unicorn" at www.transstudent.org/gender.
SURVEYING THE SCHOOL ENVIRONMENT

Place an X on each continuum that reflects your perception of each of the following statements:

LGBT students and teachers are visible in my school.

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<tbody>
<tr>
<td>Rarely</td>
<td>Somewhat</td>
<td>Frequently</td>
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LGBT students, teachers and/or those who are perceived to be non-heterosexual are bullied or harassed in my school.

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<td>Rarely</td>
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My school/school district has policies in place that explicitly include and protect LGBT students, teachers and other school personnel.

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<tr>
<td>None</td>
<td>Few</td>
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My school is a safe and supportive place for LGBT persons.

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- Given that approximately 1 in 10 students is LGBT, why do these students remain relatively invisible?

- What generalizations can be made about our school’s context regarding sexual orientation and gender identity?
WEB RESOURCES

- A link to the ATA Library’s page on Sexual Minorities and Gender Variance
  [http://www.teachers.ab.ca/For%20Members/Programs%20and%20Services/ATA%20Library/Pages/Sexual-Minorities.aspx](http://www.teachers.ab.ca/For%20Members/Programs%20and%20Services/ATA%20Library/Pages/Sexual-Minorities.aspx)

- Alberta Education. *Guidelines for Best Practices: Creating Learning Environments that Respect Diverse Sexual Orientation, Gender Identities and Gender Expressions.*
  [https://education.alberta.ca/media/1626737/91383-attachment-1-guidelines-final.pdf](https://education.alberta.ca/media/1626737/91383-attachment-1-guidelines-final.pdf)


- Alberta GSA Network [www.albertagsanetwork.ca](http://www.albertagsanetwork.ca)

- Alberta Human Services [http://humanservices.alberta.ca](http://humanservices.alberta.ca)

- Alberta Schools’ Athletic Association [http://www.asaa.ca/](http://www.asaa.ca/)

- ATA’s Diversity, Equity and Human Rights Committee
  [http://www.teachers.ab.ca/For%20Members/Professional%20Development/Diversity%20and%20Human%20Rights/Pages/Index.aspx](http://www.teachers.ab.ca/For%20Members/Professional%20Development/Diversity%20and%20Human%20Rights/Pages/Index.aspx)

- Changing the Game [http://sports.glsen.org/](http://sports.glsen.org/)

- Equality for Gay’s and Lesbian’s Everywhere (EGALE) Canada [www.egale.ca](http://www.egale.ca)

- Gender Creative Kids [http://gendercreativekids.ca/](http://gendercreativekids.ca/)

- Gender Spectrum [https://www.genderspectrum.org/](https://www.genderspectrum.org/)


• PFLAG (Parents, Families, and Friends of Lesbians and Gays)  
  www.pflagcanada.ca

• Pride Centre of Edmonton  
  www.pridecentreofedmonton.org


• Respectful Schools Online Toolkit  
  www.respectfulschools.ca

• The Advocate Magazine  
  www.advocate.com

• The Gay, Lesbian and Straight Education Network  
  www.glsen.org

• The Society for Safe and Caring Schools and Communities  
  www.safeandcaring.ca

• Safe Schools Coalition  
  www.safeschoolscoalition.org

• SOGI 123  
  www.sogieducation.org

• Suicide Prevention, Awareness and Support  
  Kids Help Phone: www.kidshelpphone.ca  
  The Centre for Suicide Prevention: www.suicideinfo.ca  
  Alberta Health Services: www.albertahealthservices.ca

• Welcoming Schools  
  http://www.welcomingschools.org/