DIVERSITY IN SCHOOLS

With a new school year comes new students and new teachers. Many of these students identify as LGBTQ+, and with it comes many questions on how to handle them in a classroom setting. While many teachers have worked with lgbtq+ students, some have not. These posters, as well as five tips I've included below for staff members, can help create a welcoming environment for students and teachers alike.

There are a few different things I've seen teachers and staff use to make the classroom all inclusive and welcoming, and I've created a list of these to be accessible to staff around the Prescott area.

1. **Add Pronoun (As Well as Preferred Name) To Any Beginning of The Year "Meet Me" Forms.** Many teachers want to get to know their students, and will create Google forms or assignments allowing students to provide information about themselves. While I often put my pronouns in the "other things you want me to know section", creating a nickname/preferred name and pronouns box shows you're an ally and makes students feel more open.
2. **Inform Substitutes Ahead of Time** While informing substitute teachers is not always possible, writing down the students' preferred names or including it in the notes of your teaching plan for the day is tremendously helpful.
3. **Avoid Separating Groups by Girls and Boys** Separating groups by girls and boys often inherently creates a difficult standing for transgender students. Instead, draw numbers from hats, or choose something like "rock or country" to split groups by.
4. **Ease the Subject into Your Teaching** wether it be using a gay couple for a math question, discussing a piece of poetry by someone that is POC or LGBTQ+, or mentioning it on one slide of a history lesson, small things like that make marginilizied students feel involved and engaged in the discussion. They don't have to be abrasive, or even frequent, but subtle, occasionally mentions will sometimes make the students day.
5. **Add a Safe Space Triangle Somewhere to Your Class** While it's small, subtle, and often overlooked, LGBTQ students look for small cues. The safe space triangle marks you as an ally without mentioning it in a class setting.

ADDRESSING STUDENT HARASSMENT

1 IN 4 ARE VICTIMS OF BULLYING

SO HOW DO YOU HELP?

10% FEEL LEFT OUT

INVOLVE SOMEONE NEW WHEN YOU PLAN EVENTS.
NOT ONLY ARE YOU INVITING SOMEONE WHO MIGHT NOT GET INVITED OFTEN, BUT YOU'RE EXPANDING YOUR OWN SOCIAL CIRCLE AND CREATING NEW, POSSIBLY LIFELONG FRIENDSHIPS THAT YOU WOULDNT HAVE OTHERWISE.

SPEAK OUT, AND SPEAK TO ADULTS WHEN YOU WITNESS HARASSMENT
MANY STUDENTS FEAR NOTHING WILL BE DONE IF THEY ALERT AUTHORITY, HOWEVER NOTHING CAN BE DONE IF THEY ARE NOT MADE AWARE.

COME FROM AN OBJECTIVE STANDPOINT WHEN ADDRESSING HARASSMENT.
SOMETIMES, SITUATIONS CAN BE MISUNDERSTOOD. DON'T LABEL VICTIMS OR HARASSERS ON THE SPOT. ASK FOR BOTH PERSONS ACCOUNTS OF THE SITUATION, AND CONTINUE FROM THERE.

STAY CALM, COLLECTED, AND WALK AWAY.
OFTEN TIMES, BULLIES ARE MORE LIKELY TO TARGET THOSE WHO REACT MOST. DON'T GIVE THEM A REACTION, REPORT TO AN ADULT, AND IT'S LIKELY THEY WON'T REPEAT THE BEHAVIOR.

THE LAUNCH PAD

GYCC

PRONOUNS IN CLASS

3 IN 100 IDENTIFY AS TRANSGENDER OR NONBINARY

75% FEEL UNSAFE IN SCHOOL SETTINGS

SO HOW DO YOU HELP?

LADIES AND GENTS = DISTNIGUISHED GUESTS
REPLACING LADIES AND GENTS OR ADDING DISTINGUISHED GUESTS MAKES EVERYONE FEEL INCLUDED.
PLUS, YOU'LL SOUND PRETTY PROFESSIONAL.

ASK PRONOUNS DURING INTRODUCTIONS
WHEN ASKING A NAME, ADD "AND PRONOUNS?"
THIS WILL PREVENT CONFUSION AND ESTABLISH YOU AS AN ALLY.

CORRECT OTHERS.
SOMETIMES OTHERS FORGET. KEEPING PEOPLE ACCOUNTABLE CREATES AWARENESS.

ASK WHEN UNSURE.
IT'S LESS AWKWARD TO ASK THAN IT IS TO GET IT WRONG.

REPLACE HIS/HERS WITH THEIRS OR (THEIR NAME).
UNTIL YOU KNOW THEIR PRONOUNS, AVOIDING THEM IS EASIEST.

DON'T JUDGE A BOOK BY IT'S COVER.
SOMETIMES, THE WAY WE DRESS DOES NOT ALIGN WITH HOW WE IDENTIFY.

PUT YOURSELF IN THEIR SITUATION.
ASK YOUSELF HOW YOU MIGHT REACT TO BEING CALLED SOMETHING YOU DON'T LIKE BEING CALLED.

THE LAUNCH PAD

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