



WHAT DOES INCLUSION LOOK LIKE?

SCHOOL COUNSELORS ADMINISTRATORS EDUCATORS STAFF







LANGUAGE

HOW MUCH DO YOU KNOW ALREADY?





How can you implement a change of language in your practice?

INTERVENTIONS

- Intentionality in lesson design
- Encourage students to understand and challenge harmful societal norms and practices
- Educate coworkers, staff, and colleagues (advocacy and it's challenges)
- → Self care



RESOURCES

ALGBTIC Competencies for Counseling LGBQQIA Individuals

ALGBTIC Competencies for Counseling Transgender Clients

WPATH Standards of Care



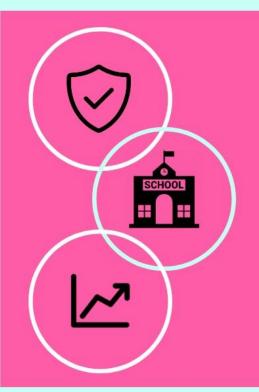








What are some inclusive resources you have used?



OUTCOMES OF INCLUSIVE EDUCATION



- Safety- Students experienced less victimization
- Climate- LGBTQ+ students feel more connected to their school, resulting in decreased absenteeism.
- Success- GPA and graduation rates increase when school climate is perceived as safe and supportive.

WHY?

PROFESSIONAL EDUCATION PROGRAMS ARE LACKING TRAINING.

TODD JENNINGS (2012) SEXUAL ORIENTATION TOPICS IN EDUCATIONAL LEADERSHIP PROGRAMMES ACROSS THE USA, INTERNATIONAL JOURNAL OF INCLUSIVE EDUCATION, 16:1, 1-23, DOI: 10.1080/13603110903518208

PREPARE
PRE-SERVICE
EDUCATORS
WITH
TRAINING.

HOW?

EVIDENCE-BASED

- GSLEN National Climate Survey (2015)
- · Peer-Reviewed Research
- TSER
- GSA Network
- Human Rights Campaign

WHEN & WHERE?

FALL 2018 & SPRING 2019

College of Health, Education, and Aviation



LGBTQQAA+ ISSUES IN EDUCATION 1 CREDIT HOUR

Fall 2018

UNDERGRAD EDUC 4110

GRADUATE CIED 5730



WEDNESDAYS 4:30-5:20 CLASSROOM BUILDING 208 CRN: 70816

YOU CAN CHANGE THESE STATISTICS FOR A CHILD!

- 31.8% OF YOUTH WHO ARE LGBTQ+ REPORTED SKIPPING SCHOOL ON A REGULAR BASIS TO AVOID VIOLENCE AND HARASSMENT
- · 32% OF LGBT+ YOUTH DROP OUT OF HIGH SCHOOL
- YOUTH WHO ARE LGBTQ+ ARE TWICE AS LIKELY TO END UP IN THE JUVENILE JUSTICE SYSTEM
- YOUTH WHO ARE LBG ARE 4 TIMES MORE LIKELY TO ATTEMPT SUICIDE
- NEARLY 50% OF YOUTH WHO ARE TRANSGENDER WILL ATTEMPT SUICIDE

Learn the skills to make a difference in the lives of your students who are LGBTQQAA+

COURSE COMPONENTS



CORE CURRICULUM FROM GSLEN, TSER, GSA NETWORK, AND CURRENT RESEARCH.

Other Vital Components

- Application of Theory
- Discussion-Driven
- Panels
- Self-Reflection
- Advocacy

WHAT WILL IT LOOK LIKE?











WHAT WILL THE PANELS BE?

COMPOSED OF INDIVIDUALS WHO ARE EXPERTS OF THEIR OWN EXPERIENCE AND/OR IN THE FIELD OF LGBTQ+ ISSUES AND INCLUSION.

HOW MANY?

• Three panels:

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- LGBTQ+ Issues
- Gender Non-Conforming & Transgender Issues
- Inclusive Experts



**PANELS** 



# RESOURCES

EDUCATORS, SCHOOL COUNSELORS, ADMINISTRATION & STAFF

INSTRUCTIONS

iPhones: Use your camera app to scan the QR codes

Androids: You'll need QR scanning app

### Don't like QR Codes?

Check out the handout with websites in this folder!

STATS/RESEARCH

2017 GSLEN National Climate Survey



CASSIE'S FAVORITE



EMILY'S FAVORITE



QUESTIONS?

Questions, comments, or concerns?

Email us!

Cassie Herndon: cassaad@okstate.edu Emily Beers: emily.beers@okstate.edu WEBSITES

Gay-Straight Alliance

GSA clubs & Educator Resources





**GSLEN** 





Resources, Resources, Resources!

Point Foundation

LGBTQ+ Scholarships





**PFLAG** 





Educators, Families & Students

Reading the Rainbow

Inclusive Elementary Literature





## Resources for Families, Educators, & Children

#### The Point Foundation:

#### https://www.pointfoundation.org/thepoint/mission/

• Provides scholarship grants for LGBTQ+

#### GLSEN:

#### http://www.glsen.org/

- Provides resources and support for teachers and students
- Curriculum for teachers/counselors
- Books for students

#### Welcoming Schools

#### http://www.welcomingschools.org/

- Resources for Schools and Teachers
- Mainly Elementary Focused

#### Gay-Straight Alliance

#### https://gsanetwork.org/what-we-do/transforming-schools

How to Start a GSA club

#### Point Foundation

#### https://www.pointfoundation.org/thepoint/mission/

• Scholarship opportunities for LGBTQ+ students

#### Athlete Ally

https://www.athleteally.org/

#### LGTBQ+ News

#### http://www.glaad.org/

The Historical Timeline of GLADD is awesome

#### It Gets Better Project

#### http://www.itgetsbetter.org/

Suicide awareness and prevention

#### Mermaids

#### http://www.mermaidsuk.org.uk/

• Resources for parents, professionals & students

#### Refuge Restrooms

http://www.refugerestrooms.org/

Safe places with accessible restrooms

#### Transgender Housing Network

#### http://www.transhousingnetwork.com/

- Older students only
- Open forum

#### Youth & Gender Media Project

http://youthandgendermediaproject.org/about-the-youth-and-gender-media-project/

• Resources for parents, teachers and students

#### **Gender Diversity**

#### http://www.genderdiversity.org/

- Education & support services
- Education training programs for elementary and highschool

#### Gender Spectrum

#### https://www.genderspectrum.org/quick-links/about-us/

- Resources for educators, families and teens
- Gender inclusivity is the focus

#### The Trevor Project

https://www.thetrevorproject.org/#sm.001v2i6pdoxsd3311cr1006knojru

• Crisis intervention and suicide prevention for individuals under the age of 25.

#### **PFLAG**

#### http://www.pflag.org/

- Family and Ally Organization
- Resources for advocacy
- Resources for parents and students
- Stillwater Chapter contact info:
  - o Phone #: (405) 714-0064
  - President: Susan Ross--ross-susan@sbcglobal.net

#### F.A.I.R Education Act

#### http://www.faireducationact.com/

- Information about California's F.A.I.R Education Act
- Lesson plans for educators
- Information for school districts

This document is constantly being updated with resources. There is a plethora of additional resources linked through these websites.