

Supporting LGBTQ Students Resource Roundup

This roundup contains curated resources from within and outside of KIPP focused on supporting all students. These include suggested library books for all ages, suggested training for staff and other best practices.

Please share any resources you have in the comments so we can continue to improve this roundup!

Why This Matters

The challenges society puts on our students are great. For students who are LGBTQ, the obstacles and oppression they face are often multiplied. This can be seen in the HIV infection rate for young black men who have sex with men, along with the higher suicide rate and higher rates of absenteeism for LGBTQ students. What we do in our classrooms, hallways and schools can directly interrupt this.

TRAINING

How do you develop teachers who feel committed and comfortable in creating a safe environment? There isn't a "one size fits all" training given the many different places teachers, students and school are at. That being said, the most important component is to start the conversation.

In-Person Training at your School/Network

If you are looking to lead a training at your school, there are a few options. The key is to make sure that you have the bandwidth and a team with the knowledge/mindsets and skills to lead a successful training.

- [Human Rights Campaign's Welcoming Schools](#)

The Human Rights Campaign's Welcoming Schools curriculum is an excellent, structured set of trainings for teachers and activities that teachers can integrate into their classrooms to build schools that are more welcoming for everyone. If you're trying to figure out if Welcoming schools is a good starting point, you should view the mini-documentary, [What Can We Do](#), linked here.

You can also start with the [Welcoming Schools Starter Kit](#), linked here!

- [Teaching Tolerance's Best Practices: Creating an LGBT-inclusive School Climate](#)

Teaching Tolerance has an excellent step-by-step training for a motivated teacher or administrator who wants to make incremental (and broader!) change within their school/network. See here!

- [Seeking Educational Equity and Diversity](#)

SEED is an amazing program that bring educators together to meet and talk about broader social justice issues, including LGBTQ issues. Typically, you would send 1-2 representatives from your school or network to become SEED Facilitators, who would then lead a monthly SEED session at your school. This is a larger commitment for a network that is ready to devote some serious resources and time to social justice work.

Online Training: Kognito's Step In, Speak Up!

If an in-person training isn't an option, the best option by far is Kognito's Step In, Speak Up! training. It's an interactive gamified series of activities that have participants go through activities like addressing homophobia in the classroom, talking with a student who has been bullied and more. It offers real-time practice in a digital classroom environment, which is an excellent approach. It's also a great complement to an in-person training. [Read more about this unique training here.](#)

Online Training: Safe Schools Training

Some regions already use Safe Schools platform for their HR compliance training on sexual harassment, etc. If your region/school already uses it, you can use their training, Making Schools safe for LGBT students, at a free or heavily reduced price. While it is not the #1 choice for training, it is definitely a great start. The link to the one-pager on their training, which takes about 20 minutes, [is linked here.](#)

Additional Readings

[What is Intersectionality and Why is it Important?](#) is a great starting point that brings together the multiple identities many of our students have.

The GLSEN (Gay, Lesbian, Straight Education Network) 2011 [National School Climate Survey](#) provides excellent context about why this work is so vital to our students' well-being.

SUGGESTED STUDENT LIBRARY BOOKS

It's proven that when students see reflections of themselves and windows into other's lives in literature, they are more likely to feel supported and be empathetic. Having a well-stocked library covering various social justice issues and of a diverse nature are a giant step in creating a safer classroom and school.

Options for All Grades

[Books for Incorporating Issues of Social Justice into Everyday Academic Instruction](#) This excellent list, from the National SEED Project, includes all sorts of social justice books, including ones about LGBTQ students.

[Rainbow Book List](#): This awesome annual list, from the ALA, has books for ages birth to 18!

Options for Grade 6th and Above

[GLBTQ Booklist for Middle School and Up](#) This list includes books that have covers that aren't explicitly LGBTQ (for schools/communities that aren't as welcoming).

SCHOOL AND CLASSROOM CULTURE

Hall and School Resources

[LGBTQ Support Posters](#) - these posters are a great way to start making your hallways and classrooms feel a bit more welcoming for all!

GSA Club Information

For older students, starting a GSA (formerly known as a Gay-Straight Alliance, now known as a Genders and Sexualities Alliance), can be a transformative space for students to feel safer and cared for. [Find more information about the GSA Network here.](#)

DISTRICT/NETWORK-WIDE POLICY

One component of creating safer schools and classrooms is having clear, pro-LGBTQ policies. See below for a few exemplars from districts. If you have any you'd like to share, please let me know in the comments!

DCPS Transgender and Gender- Nonconforming Policy Guidance

See, [linked here](#), for the District of Columbia Public Schools' Transgender and Gender- Nonconforming Policy Guidance

DCPS' Plan to Create an Inclusive School Community

See, [linked here](#), for the District of Columbia Public Schools' 2011 plan for creating an inclusive school community. This plan led to the creation of LGBTQ Liaisons at many DCPS schools, among other changes that took place in the district.

Questions? Feedback? Please contact [Blair Mishleau \(blair.mishleau@kipfdc.org\)](mailto:blair.mishleau@kipfdc.org)