

Changing School Cultures—Why is this so important?

Most LGBTQ2S+ staff and students who are *perceived* as LGBTQ2S+ feel unsafe at school. If their lives are not portrayed positively in the curriculum and in school life they will suffer socially, emotionally, and academically. If your district has passed a policy, this means that it's important to them. This must be reflected in all schools in concrete ways that students, staff, and families can see.

Just as many districts see the importance of leading other human rights and social justice issues in education to improve student achievement and success, LGBTQ2S+ issues need to be brought to the forefront with the same degree of priority. While having a LGBTQ2S+ policy is a good first step, a comprehensive implementation plan needs to accompany it in order to change school cultures for the better.

RESOURCES

Student Support

- GSA handbook
www.tinyurl.com/yb6rxste
- Ten Steps towards starting a GSA
www.tinyurl.com/y9wn5s8a
- GSA bursaries
www.tinyurl.com/ydhl6wo2
- Youth Resources
www.tinyurl.com/ycf989yt
- CampOUT
www.campout.ubc.ca

Curriculum

- BCTF lesson plans
www.tinyurl.com/ya928lv2
- CASJ's queer book list
www.tinyurl.com/ychmnsuf

Professional Development

- BCTF workshops
bctf.ca/SocialJustice.aspx?id=17988
- SOGI 123 Network
www.sogieeducation.org
www.tinyurl.com/y935omkw

The BC SOGI Educator Network brings together BC educators interested in SOGI-inclusive education.

Host and fund a Train the Trainer workshop for administrators.

Contact Pride Education Network to book the workshop info@pridenet.ca

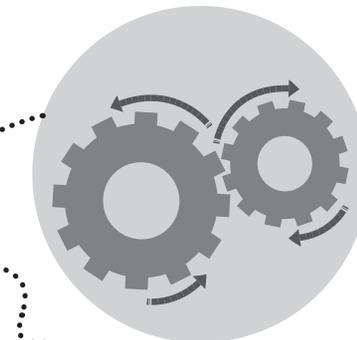
Resources for classroom teachers and service providers on LGBTQ2S+ issues can be found at
bctf.ca/SocialJustice.aspx?id=6106

PASSED YOUR LGBTQ2S+ POLICY?

Congratulations!



What needs to be done next?



Take these next steps to implement your policy to ensure that your school is safe and accessible to all LGBTQ2S+ students, staff, and families.

Now that the majority of districts have policies, it is time to implement yours to bring it to life.

FIRST STEP

Establish agreed-upon terms of reference with the senior management team.

This includes who will be on the committee, what their mandate is, the scope of the advisory committee's work, and the process for reporting back to the board of trustees and other education partners.

NEXT STEP

Establish an advisory committee of the various stakeholders (teachers, students, parents, community members, trustees, and senior management).

Clearly delineate their responsibilities to include the development of an implementation plan for the policy with specific goals, strategies, and timelines.

Determine your goals in congruence with the policy content and intent for transformative change within school cultures across the district.

- What are your strategies and tasks?
- What are the roles? Who will take the lead on specific items (e.g., someone to monitor the implementation process and progress, to liaise with the LGBTQ2S+ community and GSAs in schools, and to lead on district initiatives)?
- What is the timeline and budget? What are the cost and non-cost items (e.g., a non-cost statement from the board to establish a GSA in every high school)?

Establish realistic priorities over a multi-year plan.

Who will report to senior management and/or the superintendent?

FINAL STEP

Communicate annual progress to the District Parent Advisory Committee (DPAC), principals, and school communities. Seek their ongoing ideas, energy, and support via your LGBTQ2S+ Advisory Committee Reps.

EXAMPLES OF SUCCESSFUL STRATEGIES AND ACTIONS

Student Support

- Trustees need to publicly endorse GSAs in schools. Find teacher leaders to head them up.
- Provide funding for GSA clubs.
- Hold assemblies, bring in guest speakers, celebrate events (e.g., Day of Pink, International Day Against Homophobia) to promote acceptance of sexual orientation and gender identity.
- Make LGBTQ2S+ acceptance visible in your school community with posters, stickers, banners etc.

Curriculum Support

- Diversify library and classroom collections with stories that positively represent LGBTQ2S+ topics, characters and role models.
- Integrate LGBTQ2S+ topics into the existing curriculum.
- Teach about homophobia and transphobia.
- Link different forms of oppression such as sexism and racism with homophobia.
- Seek out and publicize online lesson plans and resources.
- Make sure that your students and their families are represented in your school and classroom.

Professional Development

- Have the district host LGBTQ2S+ workshops from the BCTF or local community groups. Integrate LGBTQ2S+ workshops on district focus days or create a stand-alone day. Encourage teachers and counselors to attend these workshops and share their learning with other staff members.
- Train administrators, staff representatives, and counselors to lead on LGBTQ2S+ policy content.
- Educate yourself and colleagues about LGBTQ2S+ issues and teaching resources.
- Jointly fund a LGBTQ2S+ conference in your district with the teachers' local and your school district.

Parent Advisory Group (PAC) Support

- Have the administrator explain LGBTQ2S+ policy to PAC as it relates to family acceptance and student support.
- Invite parents to district Pro-D days.
- Encourage PAC to fund LGBTQ2S+ resource purchases for the school library.
- Encourage PAC to fund LGBTQ2S+ initiatives in schools.

