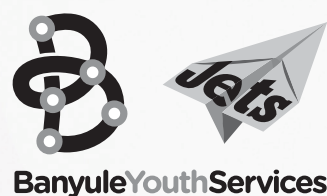


Teacher Resource: LGBTIQ+ Inclusion and Support



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Too often LGBTIQ+ young people are having negative experiences at school. As teachers, you play an important role in fostering a safe and inclusive environment in and out of the classroom at school. The Writing Themselves in Four (2021) report found in their research with LGBTIQ+ young people that:

27%

of participants reported that LGBTIQ+ students were **never mentioned in a positive way** at their school.

35.3%

of participants who disclosed their identity at school **felt supported by their peers.**

60.2%

of participants **felt unsafe or uncomfortable** in the past 12 months at secondary school due to their sexuality or gender identity.

63.7%

of participants at secondary school reported **frequently hearing negative remarks regarding sexuality** at their school.



It is important that LGBTIQ+ young people have safe and affirming environments to learn and grow so that they can have positive life and wellbeing outcomes. So, as teachers what can you do to support LGBTIQ+ young people to feel safe and accepted at school?

- ▶ Advocate for staff training in LGBTIQ+ inclusion.
- ▶ Have LGBTIQ+ information and resources available in school offices, wellbeing areas and in the library.
- ▶ Include LGBTIQ+ representation in your media - movies, music, posters.
- ▶ Ask all young people's pronouns - not only those you assume are part of the LGBTIQ+ community. Once learning preferences, respect and use young people's identified name and pronouns. It can be useful to check in who this information can or can't be shared with.
- ▶ Use gender neutral language when doing classroom activities. Avoid using terms that group people by gender - stick to gender neutral language such as folks, everyone, everybody.
- ▶ Avoid dividing groups based on gender.
- ▶ Call out harmful language or comments when you hear it. Identify that the language is not appropriate and that it is disrespectful. If you have the time, have one on one conversations with students who make these comments about how their language can be harmful.
- ▶ Have visible indicators of safety in your classroom or on your person. Having a rainbow lanyard, rainbow stickers or a rainbow flag demonstrate that you are a safe person for LGBTIQ+ young people to approach.
- ▶ If a young person discloses their identity to you, be positive and supportive and thank them for sharing. Try to avoid making jokes or offering any assumptions you may have had.

Research demonstrates that a whole school approach that encompasses LGBTIQ+ inclusion at all levels creates positive health and wellbeing outcomes.



Banyule Youth Services are proud to offer a free “Ditching Discrimination” workshop for secondary school teachers. To enquire about this workshop visit the resources for schools section of our website.

To find out more information on embedding LGBTIQ+ inclusion in your school see the below resources:

banyuleyouth.com/lgbtiq-services-2/

minus18.org.au/

rainbownetwork.com.au/

education.vic.gov.au/Documents/about/programs/health/safeschoolsguide.pdf

Definitions

Lesbian

Women who are attracted to women.

Gay

Men who are attracted to men.

Bisexual

People who are attracted to more than one gender.

Transgender

People who do identify with a different gender than their sex assigned at birth.

Queer

An umbrella term for those who identify as LGBTIQ+. This term has a complex history as it was previously used as a slur for members of the LGBTIQ+ community. It has been reclaimed by younger generations, but not all members of the LGBTIQ+ community will be comfortable with this term.

Intersex

People who were born with sex characteristics that are not “typically” male or female. This may include variations in hormones, chromosomes and sexual organs.

Asexual/Ace

People who do not, or feel very little, sexual attraction towards others.

Aromantic/Aro

People who do not, or feel very little, romantic attraction towards others.

Pansexual

People who are attracted to others regardless of their sex or gender.

Non-binary

A person who does not identify as male or female.

Gender Queer

A person who identifies with no, multiple, or changing genders.

Cisgender

A person whose gender aligns with their assigned sex at birth.

You can find a comprehensive list of definitions here:

minus18.org.au/articles/your-guide-to-words-and-definitions-in-the-lgbtqia+-community

Reference:

Hill AO, Lyons A, Jones J, McGowan I, Carman M, Parsons M, Power J, Bourne A (2021) Writing Themselves In 4: The health and wellbeing of LGBTQ+ young people in Australia. National report, monograph series number 124. Melbourne: Australian Research Centre in Sex, Health and Society, La Trobe University.

