

SAFETY, BIAS AND LGBTQ ISSUES TRAINING PROGRAM

Designed for *all* members, particularly those committed to addressing bias around sexual orientation and gender identity, this program teaches school personnel how to create a safe school climate for students and staff. The Training Program on Safety, Bias and Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) Issues consists of five sessions, each 1½ to 2 hours in length, which can be delivered separately or together:

- **Taking a Stand: Creating a Safe School for LGBTQ Students** (90–120 minutes) — Introductory workshop, designed for all school personnel, uses video clips and hands-on activities to examine the obvious and subtle ways bias plays out in schools and offers resources for creating schools that are safe for all students, regardless of their sexual orientation and gender identity.
- **Walking the Talk: Classroom Strategies for Addressing LGBTQ Bias** (90–120 minutes) — Designed for K-12 classroom instructors, this action-oriented workshop examines various approaches to designing and integrating lessons and activities that raise awareness of bias and empower students to advocate for change, especially around LGBTQ-related bias.
- **Making the Case: Communication Strategies on LGBTQ Issues** (90–120 minutes) — Communications workshop, designed for educators and education leaders, provides an overview of effective messaging and communication strategies on controversial issues, as well as resources and models for talking to constituents about the need to address LGBTQ-related bias in schools.
- **Drawing Connections: Exploring Intersections of Gender, Race & LGBTQ** (120–180 minutes) — Designed for all school personnel, this unique workshop explores the relationship and commonalities among gender, race, and LGBTQ issues, with an emphasis on enhancing race and gender awareness when addressing LGBTQ issues in schools.
- **Safe and Supportive Working Environments: A Right for LGBT Educators** (90–120 minutes) — A safe and supportive working environment must be guaranteed for school employees to achieve to their greatest potential. This session provides participants with ideas on how to create a safe and supportive working environment and protect the rights of lesbian, gay, bisexual, and transgender employees.

For further information and training request forms, please contact:

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NEA's Human and Civil Rights Department offers two foundational workshops—the Social Justice Training Program and the Cultural Competence Training Program—each of which can be held as a stand-alone session or an adjunct session to Safety, Bias, and LGBTQ Issues Training.

Social Justice Training Program

Rooted in the vision, mission, and values of NEA, the Social Justice Training Program helps members draw the connection between achieving social justice in schools and realizing academic success for all students. The program lays the foundation for NEA's social justice work by teaching educators to create more just and effective learning environments.

Offered as a one-hour overview or a two-hour or four-hour session, the Social Justice Training Program has three learning objectives:

- Deepen educators' understanding of social justice principles and why these principles are relevant to their work.
- Explore the impact of social justice issues on students and educators.
- Empower educators to apply the principles of social justice when confronted with social oppression in the workplace or Association.

Cultural Competence Training Program

Recognizing that culturally competent instruction helps educators close achievement gaps, NEA offers a program that expands the capacity of educators to serve students from diverse cultural and ethnic backgrounds.

Offered as a three-hour or four-hour session, the Cultural Competence Training Program has four learning objectives:

- Deepen participants' own cultural self-awareness.
- Increase their understanding of the link between cultural self-awareness and cultural competence.
- Identify culturally responsive teaching practices.
- Share strategies for promoting culturally responsive instruction.

For further information and training request forms, please contact:

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