

NEWLY EXPANDED LGBTQ+ TRAINING SERIES

The newly expanded LGBTQ+ Training Series is designed for all NEA members. With a focus on addressing bias around sexual orientation and gender identity, coupled with an intersectional focus on racial justice, this revised training series is full of the latest data, legal updates, and activities to empower members to support all students. This program covers six topic areas including supporting transgender students, exploring the intersections of race, and creating safer classrooms. Each training module is 2 - 3 hours in length and can be delivered in-person, virtually, or online via blended learning.

Module 1- Taking a Stand: Creating Safer Schools for LGBTQ+ Students (2 hours minimum)

This introductory module guides educators to create safer spaces for LGBTQ+ students. By identifying key contributors to safe spaces and common barriers, educators finish this session with an action plan to support LGBTQ+ students. This module introduces the Racial Justice in Education Framework, a guide that is used throughout the entire LGBTQ+ Training Series.

Objectives

- Identify factors that contribute to a safe or unsafe learning environment
- Identify additional barriers to safety for students who are Black, Indigenous, and People of Color (BIPOC) and LGBTQ+
- Develop an action plan to create a safer learning environment for your students
- Learn how to become a LGBTQ+ ally

Module 2- Walking the Talk: Classroom Strategies for Addressing LGBTQ+ Bias (2 hours minimum)

This action-oriented module provides an overview of classroom strategies that address LGBTQ+ bias. From using inclusive curriculum to an introduction to ABAR (anti-bias anti-racist) pedagogy, this training offers educators essential tools to create more inclusive and equitable classrooms.

Objectives

- Explain how bias in schools impacts LGBTQ+ and BIPOC students
- Incorporate an inclusive curriculum in your work with students
- Apply an anti-bias anti-racist lens to your teaching practice
- Develop an action plan to address LGBTQ+ bias in the classroom

Module 3- Making the Case: Communication Strategies on LGBTQ+ Issues (2 hours minimum)

This communications module provides educators with an overview of effective messaging and communication strategies to confidently advocate for LGBTQ+ students. Whether you're talking to peers, stakeholders, or others about the importance of LGBTQ+ affirming policies and practices, this module offers guidance, insight, and role-plays.

Objectives:

- Identify common objections to LGBTQ+ inclusive policies and curriculum
- Deliver a persuasive message in support of LGBTQ+ students and issues
- Explain how BIPOC students often face increased hurdles and obstacles
- Apply effective techniques when responding to inappropriate questions or arguments

LGBTQ+ TRAINING SERIES *(continued)*

Module 4- Exploring Connections: The Intersections of Race, Gender, Gender Identity & Sexual Orientation (2 hours minimum)

This expanded module provides educators with an overview of race, gender, and sexual orientation and explores how the intersections of these and other social identities affect students. The module also offers opportunities for educators to practice identifying, interrupting, and dismantling systems of oppression that affect LGBTQ+ and BIPOC students.

Objectives:

- Define race, gender, and sexual orientation
- Describe the impact that intersecting social identities have on BIPOC and LGBTQ+ individuals
- Explain the difference between systemic oppression and systemic privilege
- Develop a plan to support students who, as a result of their intersecting, marginalized identities, often face systemic barriers and disadvantages

Module 5- Safe and Supportive Working Environments: A Right for LGBTQ+ Educators (2 hours minimum)

Safe and supportive environments are critical for educators. This module provides insight into the employment protections available for LGBTQ+ employees at the federal, state, and local levels. Participants will discuss the challenges LGBTQ+ employees face in the workplace, review local district policies, and create a plan to advocate for a more inclusive workplace. A focus on the Racial Justice in Education Framework helps ensure new policies are both inclusive and equitable.

Objectives:

- Identify barriers LGBTQ+ employees face, especially those with intersecting marginalized identities
- Explain why the “coming out” process is difficult for many educators and describe the burden of being closeted
- Recognize policies that support an LGBTQ+ affirming workplace
- List several ways to support LGBTQ+ educators right now

Module 6- Supporting Transgender, Non-binary, and Gender Non-conforming Students (3 hours minimum, also available as two 90 minute trainings)

New by request, this module is designed to help educators create safer learning spaces for students who identify as transgender, non-binary, and gender non-conforming. This module is important and timely as trans youth come under attack in state legislatures across the country. This new module explains the terminology related to “Queer” identities and shares ways to support students who are transitioning, highlighting specific challenges and needs of BIPOC students, and more.

Objectives:

- This new module explains the terminology related to the “Queer” identities and shares ways to support students who are transitioning, highlighting the specific challenges and needs of BIPOC students, and more.
- Explain how transgender, non-binary, and gender non-conforming (also called GNC) students may choose to transition and make their identity public
- Explain the specific challenges and needs of BIPOC students who are transgender, non-binary, and gender non-conforming
- Identify effective action steps to create safer learning spaces for transgender, non-binary, and gender non-conforming students