

Creating Welcoming & Inclusive Spaces for LGBTQ+ Students

While you wait – Please use your text message function.

Send a text to 22333.

The message you should send is “MOLLYHERRMAN614.”

We will use this in the closing keynote. Thank you!!

CLC Fall Conference
October 2, 2018
Molly M. Herrmann, MS
Education Consultant
WI DPI



WISCONSIN DEPARTMENT OF
PUBLIC INSTRUCTION

Tony Evers, PhD, State Superintendent



Introduction and Hopes

- Here's me!

- My why

- Who is in the room?



Visualization



One word reaction



What ONE WORD describes your feelings after the visualization?

sad
scared
overwhelmed

Table Talk

- What was your first feeling when you heard about the flipped world?
- What surprised you about the visualization?
- What was familiar?
- What are you still thinking about?

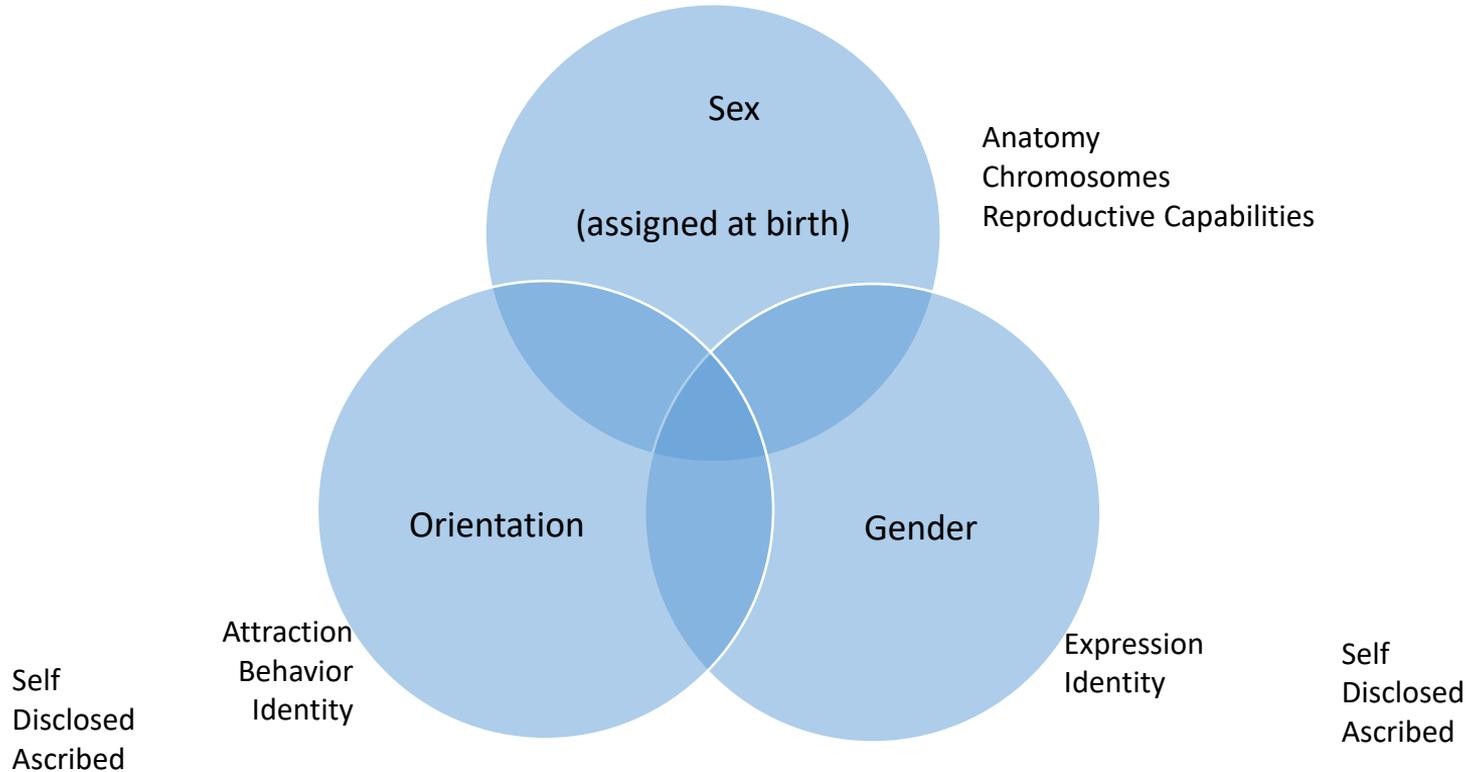


Why talk about this at afterschool?

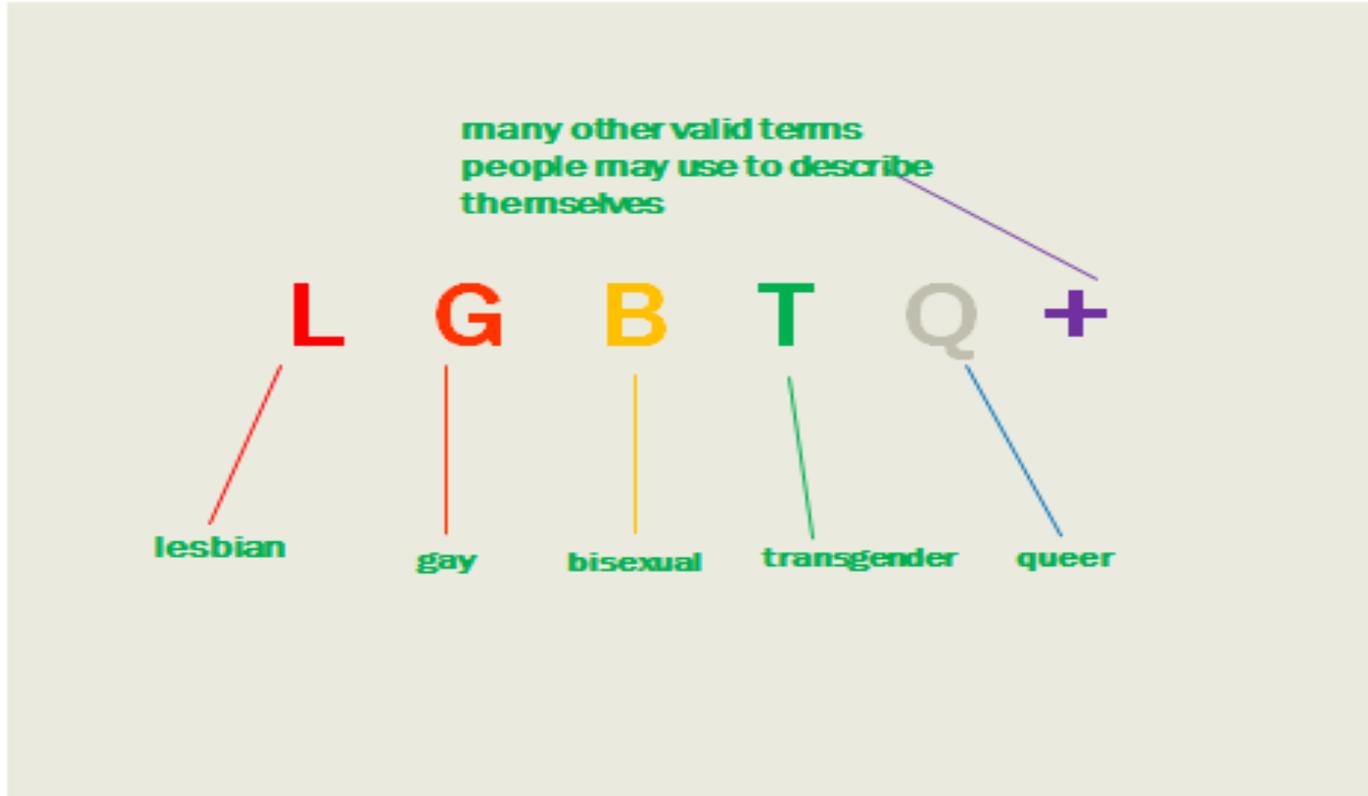


What term related to LGBTQ+ people are you hoping I will discuss?

Terminology and Concepts: Sex vs gender vs orientation



Terminology and concepts: LGBTQ+



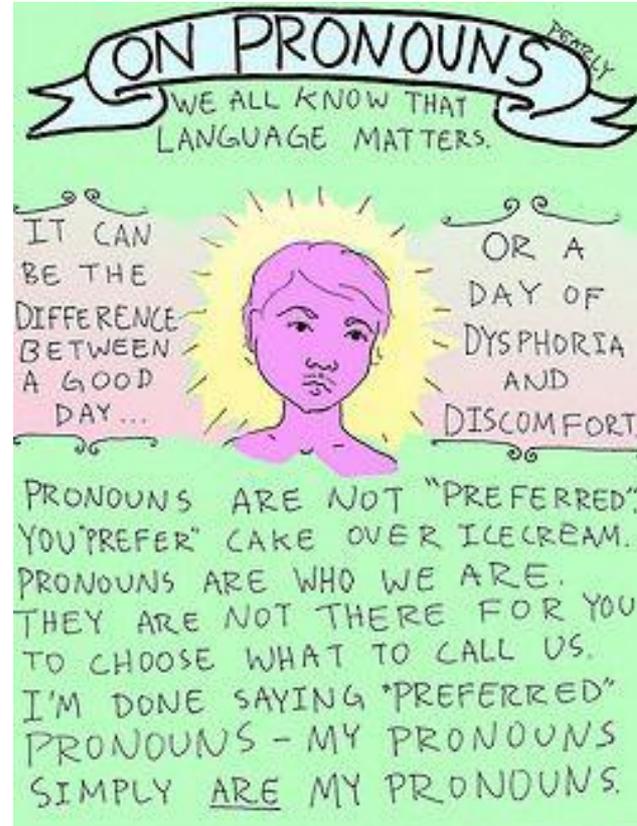
Terminology and concepts: Transgender umbrella

- Umbrella term
- Current definition
- Cisgender



Terminology and concepts: Transgender umbrella

- Transition
- Pronouns
- Terms to avoid



What term *should* I use?

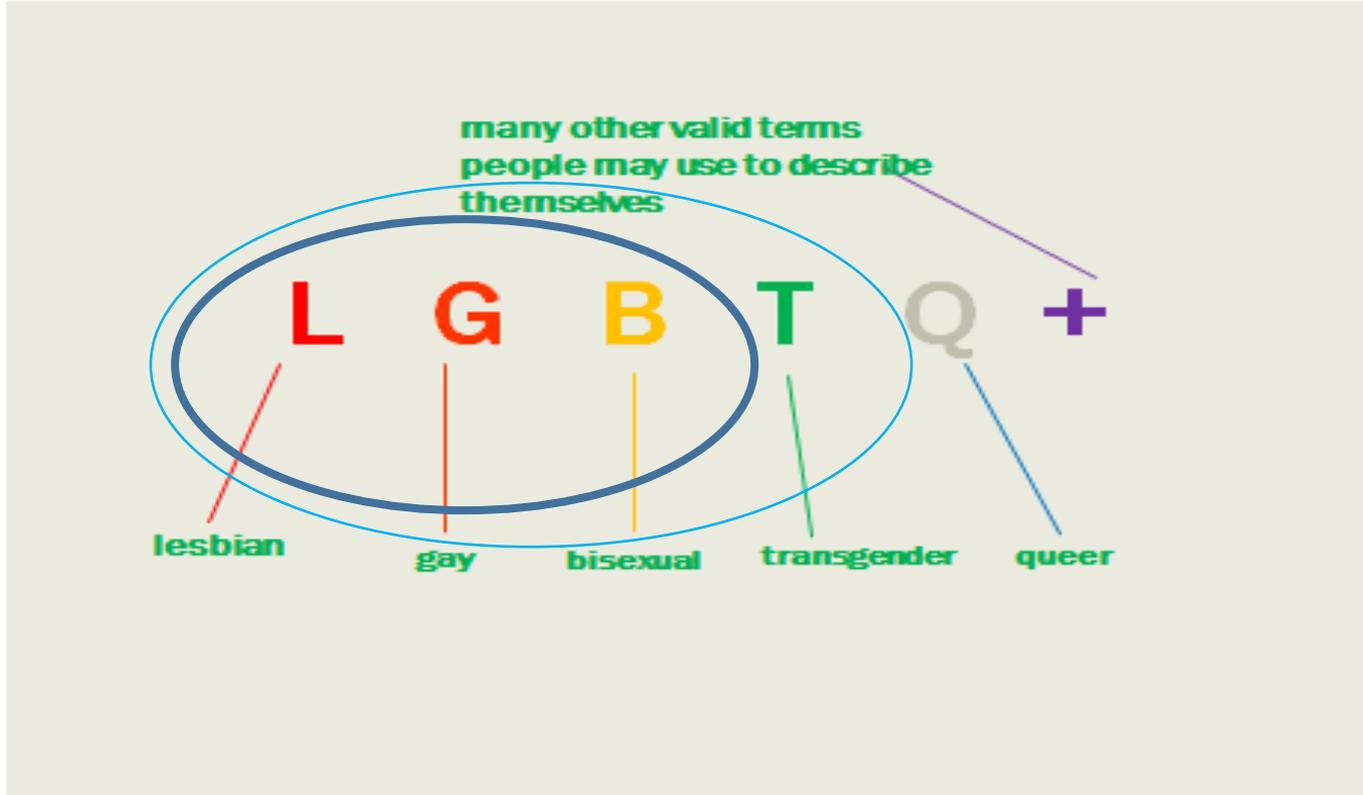
The best term to use is the one they provide
(and approve).



Intersections



Data: LGBTQ+



We're everywhere

CENSUS SNAPSHOT



the
Williams
INSTITUTE

WISCONSIN

DECEMBER 2007

Adam P. Romero, *Public Policy Fellow*
Amanda K. Baumle, *Public Policy Fellow*
M.V. Lee Badgett, *Research Director*
Gary J. Gates, *Senior Policy Fellow*

Using data from the U.S. Census Bureau, this report provides demographic and economic information about same-sex couples and same-sex couples raising children in Wisconsin. We compare same-sex "unmarried partners," which the Census Bureau defines as an unmarried couple who "shares living quarters and has a close personal relationship," to different-sex married couples in Wisconsin.¹



Same-sex couple households
per 1,000 households

None present: 0
Low: 0.01 - 2.99
Med: 3 - 4.99
High: 5+

Health disparities for LGB Youth

Youth Risk Behavior Survey (YRBS)

Compared to their heterosexual peers, LGB youth are more likely to be:

Physically forced to have sex

(18% LGB vs. 5% heterosexual)

Experiencing sexual dating violence

(23% LGB vs. 9% heterosexual)

Kann L, Olsen EO, McManus T, et al. Sexual Identity, Sex of Sexual Contacts, and Health-Related Behaviors Among Students in Grades 9–12 — United States and Selected Sites, 2015. *MMWR Surveill Summ* 2016;65(No. SS-9):1–202. <https://www.cdc.gov/mmwr/preview/mmwrhtml/ss6509a1.htm>



Health disparities for LGB Youth

Experienced physical dating violence

(18% LGB vs. 8% heterosexual)

Bullied at school or online

(at school: 34% LGB vs. 19% heterosexual; online: 28% LGB vs. 14% heterosexual)



LGBTQ Youth and homelessness

Up to 40% of homeless youth are LGBTQ. The most common cause of homelessness is being forced out or having run away.

Choi, S.K., Wilson, B.D.M., Shelton, J., & Gates, G. (2015). *Serving Our Youth 2015: The Needs and Experiences of Lesbian, Gay, Bisexual, Transgender, and Questioning Youth Experiencing Homelessness*. Los Angeles: The Williams Institute with True Colors Fund.



Health disparities for LGB Youth

Family Acceptance Project

But wait....

“For parents and caregivers, a little change – being a little less rejecting and a little more accepting – can make an important difference in reducing a young person’s risk for serious health problems, including suicide and HIV.”

Supportive Families, Healthy Children,

C. Ryan, 2009.

Ways to show acceptance and what to avoid

Specific inclusion

Preventing exclusion



Ways to show acceptance and what to avoid

Communication skills over knowledge

Security in your own identity

Open heart, open mind



Ways to show acceptance and what to avoid

Using your words

Open-ended questions

Questions of understanding, not curiosity



What words do I actually say?

- Tell me more about your family.
- What name or pronoun would you like me to use for you?
- I have not heard that term before. What do you want me to know about you?



What words do I actually say?

- Good afternoon, learners/friends/superheroes/etc.
- When this activity is done you can find your family and get a snack.
- I have a kid in the afterschool program who left their backpack outside.



Don't do this...



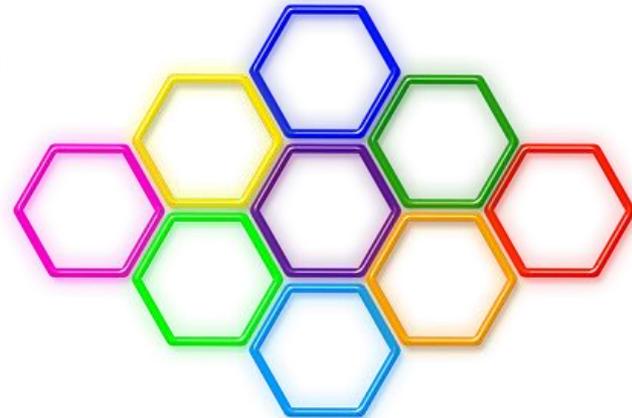
Terminology and concepts: terms to avoid

- Phase
- Preference/Choice
- Lifestyle
- “Real” man, woman, dad, mom, boy, girl



Resources

- **GSAFE – Professional Development! Clubs! Policy!**
- **Welcoming Schools – Books! Younger kid things!**
- **Gender Spectrum – Trans support plans!**
- **Gay Lesbian Straight Education Network - School climate data! Kits!**
- **Transgender Student Education Resources (TSER) – That Unicorn!**
- **WI Department of Public Instruction – Data!**



Next steps: One thing to do soon



Questions and close



molly.herrmann@dpi.wi.gov