

20
20

OUTFRONT MINNESOTA | EDUCATIONAL EQUITY PROGRAM

LGBTQ+
YOUTH &
EDUCATOR
RESOURCE
GUIDE

Table of Contents

Orientation & Identity	1
Coming Out	3
Sexual Health	5
Healthy Relationships	7
Crisis & Anti-violence	9
LGBTQ+ Intersectionality	10
Being an Ally/Advocate.....	12
Finding Community	14
LGBTQ+ Inclusive Education	15

Orientation & Identity

What is sexual orientation?

Sexual orientation is often used to describe how people might find themselves sexually and/or romantically attracted to other people depending on the expressed *gender* of those people. In other words, which genders people finds themselves attracted to in a romantic, affectionate, or sexual way! Sexual identity is *fluid*, which means it can change over time and can be defined by YOU in any way that best represents you and how you feel!

Some terms for sexual orientation include **queer, gay, lesbian, bisexual, heterosexual, pansexual, omnisexual, asexual, ambisexual, and questioning**. Remember, this is not an exhaustive list. Because sexual orientation is a *spectrum*, there is an infinite number of sexual identities! Sexual orientation itself is not a choice, but how you choose to identify is up to you.

For more information on sexual orientation and identity visit:

- https://www.scarleteen.com/article/gender/the_rainbow_connection_orientation_for_everyone
- https://www.scarleteen.com/article/bodies/sexuality_wtf_is_it_anyway
- https://www.scarleteen.com/tags/sexual_orientation

What is gender identity?

Gender identity describes a person's own idea of if and in what sense they feel they might be a man, a woman, a mix of multiple genders, no gender, or another gender entirely. How a person identifies their gender(s) often depends on a variety of factors, like social roles, feelings, behaviors, and presentation or appearance.

Like sexuality, gender is a *spectrum*, which means there is an infinite amount of gender identities! Many people assume a person's gender based on the clothes they wear, how they act, or even what colors they like. But the idea that anatomical sex must “match” how society thinks you should present and identify your gender creates a world of confusion, conflict and imbalance for many folks, so it's important to challenge the idea that gender is binary!

Some terms for gender identity include **transgender, genderqueer, gender nonconforming, non-binary, and cisgender**. Remember, like sexual orientation, this is not an exhaustive list because there are an infinite number of gender identities!

For more information on gender orientation and identity visit:

- https://www.scarleteen.com/article/bodies/genderpalooza_a_sex_gender_primer
- https://www.scarleteen.com/trans_summer_school_whats_the_deal_with_gender
- <https://www.scarleteen.com/article/gender>
- <https://www.genderspectrum.org/resources/>
- https://assets2.hrc.org/files/assets/resources/GEreport1.pdf?_ga=2.158787386.108800851.1569101573-1477536198.1566231475
- <https://www.hrc.org/resources/sexual-orientation-and-gender-identity-terminology-and-definitions>

Orientation & Identity

Why do pronouns matter?

Pronouns allow us to refer to someone without having to use their name, but often the pronouns we use have gendered associations that can be harmful when used to identify someone in the wrong way. Making assumptions about what pronouns someone uses means you can mistake their gender and send harmful messages, make someone feel unsafe and unwelcome, and send the wrong message that someone must look a certain way or act a certain way to be respected. That is why it is super important that the pronouns we use for everyone we meet are the right pronouns for them.

A few examples of pronouns include **she/her/hers, they/them/theirs, ze/zir/zirs, he/him/his, and ze/hir/hirs**. But remember, these are not the only pronouns people use. There are an infinite amount of pronouns!

Asking someone what pronouns they use is a simple way to learn the most respectful and correct way to refer to them. By leading with your own pronouns you can help make any space feel more inclusive!

For more information on gender pronouns visit:

- <https://www.mypronouns.org/>
- <https://www.scarleteen.com/tags/pronouns>
- <https://www.transstudent.org/pronouns101>
- <https://www.instructionalsolutions.com/blog/how-to-use-singular-they>

Coming Out

Coming out to friends, family members, coworkers, or *anyone* can be a very liberating feeling. It can also be very scary, and sometimes even dangerous. Sometimes, it's difficult to anticipate how someone might react when you come out to them, and you don't know what to expect. Before you come out to anyone, you should think about the **risks involved (positive and negative), identify your reasons for coming out to them, and plan how you want to come out to them.** Remember, it's okay to come out at any time and for any reason!

Before you decide to come out to someone, ask yourself the following questions:

Consider HOW to come out:

- Should I do it face-to-face? Over email? Over text? A phone call?
- Where do I feel it's safest to come out?
- When do I want to come out?
- What are the actual words I'm going to use when I come out?
- Do I want someone else with me when I come out?

Plan WHAT to say:

- Can I use any past experiences coming out to others to inform how I'll do it in this situation?
- What do I actually want to say?
- Should I practice coming out first? Can I practice with a friend?
- How do I want to look, feel, and sound when I'm coming out?

Other questions to consider:

- What do I want to happen during this conversation?
- What am I afraid might happen?
- Are my fears realistic?
- What do I need to happen to be heard, understood, and accepted?

Make sure you have a plan for your emotional and physical well-being:

- How might I be feeling after I come out? Do I have access to a mental health professional if I need help coping with those feelings?
- What are my options if things don't go the way I want them to? Do I have a place to stay? Do I have a friend to talk to?
- Do I know of any LGBTQ+ spaces in my area that will support me? Where else can I find community?

Coming Out

Remember, coming out is a choice that only YOU get to make. And the best part is that there is no time limit! Even if you decide that coming out isn't in your best interest at this time, you can choose to do it at any point in your life, or not at all. Deciding not to come out doesn't make you any less a part of the LGBTQ+ community!

While coming out can be scary and could have real risks involved for some folks, remember that queer, trans, and gender nonconforming people have been around for thousands of years and aren't going anywhere now! No matter what part of your journey you're on, there is a beautiful, loving, loud, vibrant community that is out there, excited that you're a part of it!

For more information on coming out visit:

- https://www.scarleteen.com/article/relationships_sexual_identity_etc/becoming_out_a_totally_nonexhaustive_step_by_step_guide_to
- <https://www.hrc.org/resources/resource-guide-to-coming-out>
- <https://www.thetrevorproject.org/wp-content/uploads/2019/10/Coming-Out-Handbook.pdf>

Sexual Health

Am I ready to have sex?

Before you have sex, you should understand that there is no single definition of "sex," despite what our heteronormative society has conditioned us to think. The idea that vaginal intercourse is the only way to have "real" sex leaves a lot of queer, trans, and intersex people out of the conversation and perpetuates a lot of myths and uninformed risk-taking. **When we talk about "sex," we're talking about any way that people act, express, or explore their sexuality in a physical, consensual way.** People who do not or cannot have vaginal intercourse can still have active, fulfilling sex lives! There are a ton of ways to have sex, but having sex always involves some emotional and physical risks.

So, before you participate in sexual activities, there are some questions you should ask yourself:

- Do I feel emotionally and physically safe with my partner(s)?
- Am I feeling pressure to have sex from my partner(s), friends, or others?
- Do I know what I want from this sexual experience?
- Have I thought about why I want to have this experience?
- Am I prepared to take steps to eliminate the risk of unwanted pregnancies, STIs, or getting hurt in some way? Are my partner(s) on the same page about eliminating these risks?

If you answered "no" to any of these questions, you might want to press pause on sexual activities for the moment and reevaluate.

Remember, not everybody has sex or wants to have sex! Some people abstain from sex for personal or religious reasons, while some asexual folks do not have a desire for sexual experiences and choose not to have sex, but still lead fulfilling lives full of romance and intimacy. No matter how you identify sexually or the ways in which you have sex or want to have sex, it's important to communicate your wants and needs with your partner(s) so you can have a safe, informed, and fun sex life if you choose to!

Sexual Health

Consent: Yes means Yes

If you are choosing to have sex, remember that you must have consent from all parties involved. Sex without consent from everyone is NOT sex. **When we talk about consent, we're talking about an active, mutual process of freely and willingly exploring sex with another person.** When you are inviting a person to engage in any sort of sexual activity (including kissing, touching, oral sex, etc.) you absolutely must be given a clear and enthusiastic "yes." If someone is unable to give consent because they are intoxicated, ill, hurt, scared, or for any other reason, sex should not happen. **Freely and willingly exploring sex means that all parties involved do not feel manipulated, forced, or influenced into participating.**

Sometimes people think that asking for consent "ruins the mood" or is uncomfortable and awkward. But actually, asking for consent and checking in with your partner(s) is a great way to show them physical and emotional care or attraction. Plus, there are tons of ways to get consent that are not "mood-ruiners". (Check out the links below for some ideas!)

Remember, once consent has been given, it can be revoked at any time. Just because someone gives you consent once doesn't mean it's a binding contract. Also, consent isn't automatically a given just because someone is your boyfriend, girlfriend, or any sort of romantic partner! Nobody owes anybody else sex. Ever.

For more information on sexual health and consent visit:

- https://www.scarleteen.com/article/relationships/ready_or_not_the_scarleteen_sex_readiness_checklist
- https://www.scarleteen.com/article/relationships_sexual_identity_in_your_own_words/just_the_basics_ace_an_asexuality_primer
- https://www.scarleteen.com/article/abuse_assault/drivers_ed_for_the_sexual_superhighway_navigating_consent

Healthy Relationships

What defines a healthy relationship?

When we talk about relationships, we're talking about an ongoing interaction with another person. This could pertain family members, romantic and sexual partners, friends, peers, and professional colleagues. **Some factors we want to think about when we are in relationship to others are our ideas around prerequisites, boundaries, trust, equality and equity, safety, communication, conflict resolution, expectations, responsibilities, and care/love.** Many people have different ideas about these parts of relationships, so evaluating what things you can and cannot compromise when it comes to your own relationships with others is really important for your own well-being. Not all relationships are going to be perfect, but being able to navigate relationships with different types of people in a healthy, communicative, and realistic way is a valuable skill to have as you go through life!

Recognizing Abuse & Toxicity

Sometimes, our relationships with other people do not turn out like we had planned. Sometimes, ongoing behaviors that make us feel unsafe, uncomfortable, and physically or emotionally hurt are disguised as love and care. We call these behaviors "abuse". "Toxic behaviors" are often associated with abuse, as they are behaviors that may not have any immediate or direct harm on us, but do get in the way of us having a healthy, communicative, and joyful relationship with another person. Abusive behaviors do not have to be obvious or physical in order to qualify as abuse, and it can happen with sexual or romantic partners, friends, family, or even with people we don't know. Sometimes, toxic behaviors and abuse take the form of gaslighting, which is a way that people manipulate others in small, seemingly insignificant ways over time. Gaslighting is a tricky method of abuse because it makes people question their own sanity and struggle to pinpoint a single "abusive" behavior.

If you think you might be experiencing abuse or toxicity in your relationships, ask yourself some of these questions:

- Do I feel safe around this person?
- Does this person trust me? Do I trust them?
- How does this person demonstrate that they respect me? How do they show me care?
- How do we communicate? How do I feel during and after we communicate?
- Am I able to express my limits and boundaries to this person and feel safe doing so? Do they respect these boundaries when I ask them to?
- Does this person follow through on promises they make to me?
- Do we share responsibilities in our relationship?
- Do I feel like I'm able to be myself around this person? Or do I feel like I have to act a certain way?
- Do I feel like an equal with this person?
- When we have a conflict, how do we resolve it? Do we resolve the conflict? How do I feel after we resolve conflicts?

If your answers to these questions make you feel like you might be in an unsafe or abusive relationship with somebody, you have a lot of options.

Healthy Relationships

Leaving & Ending Relationships

Sometimes when we recognize an unhealthy or abusive relationship with someone, we might not know how to handle it. We aren't sure if the relationship can be repaired or if it needs to end. We might even feel unsafe having conversations around the way these relationships need to change. If you feel this way, that's okay. Leaving a relationship can be scary and make you feel sad and powerless.

If abuse is occurring, you must understand that it's not your fault, even if you don't recognize the abuse right away. A lot of the time, it's hard to process the behaviors you've been enduring and it takes a while to gather the emotions and courage it takes to leave the relationship. Not everyone can leave an abusive or toxic relationship right away: it takes emotional work, and a lot of planning. **If you or someone you know is experiencing abuse, please refer to the resources on the following pages to get in contact with an anti-violence advocate at OutFront Minnesota.**

There are occasions in which relationships can be salvaged with open communication and a commitment to actually resolving the problems occurring in the relationship. But sometimes, even if your relationship isn't abusive or toxic, things just need to end, especially if one party feels disinterested, guilty, or unhappy about the relationship.

A few things to remember when you decide to end a relationship that is abusive or isn't serving you anymore:

- You don't always need to feel 100% comfortable about leaving in order to feel like it's the best thing to do.
- You don't need to justify your reasons for leaving to anyone, especially an abusive partner, friend, or family member.
- You don't have to feel hate or anger towards the person you are leaving to know it's the best choice.
- You don't necessarily have to wait for the "right" time to end a relationship you don't want to be in.

Remember, not all relationships are perfect, but knowing your values, boundaries, needs, wants, and ideas about safety (and sticking to them) will help you navigate healthy relationships in the future and give you the courage to end certain relationships if you need to.

For more information on navigating healthy relationships visit:

- https://www.scarleteen.com/article/abuse_assault/the_scarleteen_safety_plan
- https://www.scarleteen.com/article/abuse_assault_relationships_etc/the_quiet_voice_how_i_stopped_listening_to_emotional_abuse
- https://www.scarleteen.com/article/abuse_assault_disability_pregnancy_parenting_relationships_sexual_health/reproductive

Crisis & Anti-Violence

Overview

According to the Human Rights Campaign, Americans who identify as part of the LGBTQ+ community experience more hate crimes, violence, harassment, and prejudice than cisgender, heterosexual people. Queer and trans people also face higher rates of poverty, stigma, and marginalization than cisgender, heterosexual Americans, which has led to the over-sexualization and stigmatization of our identities, which can lead to attacks from people both outside of and within the LGBTQ+ community.

What resources are available around Minnesota to help LGBTQ+ folks?

OutFront Minnesota has an Anti-Violence Program that focuses on ending violence and harassment against and within LGBTQ+ communities in Minnesota. If you or someone you know is experiencing violence, harassment, or abuse and would like to talk to a trained advocate who can connect you with resources or talk through options regarding your situation, **call 612.822.0127, Option #3, or email advocate@outfront.org. Our helpline is open from 9am-5pm Monday through Friday, with extended hours on Tuesdays and Thursdays from 5pm-9pm.** If you would like to be connected with more immediate resources or you are in a crisis situation, please contact one of the following:

- For calls concerning domestic/intimate partner violence: Day One | 1.866.223.1111
- For calls concerning sexual violence: Sexual Violence Center | 612.871.5111
- For calls about transgender support: Trans Lifeline | 877.565.8860
- If you identify as an LGBTQ+ young person: The Trevor Project | 1.866.488.7386
- For all other calls regarding general support/mental health support: NAMI | 800.550.6264

LGBTQ+ Intersectionality

What is intersectionality?

As people who all live very different experiences in the world, we all hold a lot of different identities. A person's race, class, language, gender, sexual orientation, ability, religion, ethnicity, tribe, and culture, among other things, make up their complex identity. This identity is very hard to separate into one or two categories because we all have so many unique parts of ourselves! And those unique parts of ourselves play into the way we are treated in society and the way we experience oppression or privilege. For example, someone can hold **privilege (unearned benefits given to a certain social group)** based on their gender identity, yet still experience **oppression (cruel or unjust treatment)** based on another factor, like their race, class, or ability. And all of these things are what make up our identity!

Oftentimes our society only sees one or two parts of our identities at a time and does not recognize the complexity that we hold as unique individuals. **Intersectionality is the acknowledgement that our identities intersect and that these identities/social categories impact the way a person experiences privilege and oppression.**

History of Intersectionality

The term "intersectionality" was coined in 1989 by Kimberlé Crenshaw, a professor, lawyer, and civil rights advocate, to describe how race, class, gender, and other social categories intersect and overlap with one another. **Crenshaw argues that discrimination is rarely based on *one* individual identity and people's perceptions of that identity, but rather that our society was built on a *wide range* of discriminatory systems and structures that only benefit a very small amount of people.** In other words, in order to achieve true equality for all identities, we must start seeing that our society's problems are multi-dimensional and deeply engrained into societal systems.

So, what does this mean for you? This means that as an LGBTQ+ person or ally, you must also be an ally to folks in other marginalized communities! The same discriminatory systems and ideas that affect LGBTQ+ folks *also* affect people who are black, brown, Indigenous, Latinx, Asian, disabled, poor, Jewish, Muslim, refugees, immigrants, undocumented, Hijabi, or that hold *any* identity that our society's structures were not built in favor of.

And don't worry if you don't hold any of these marginalized identities. That's okay! That just means that you are super equipped to help join in on challenging the systems that privilege some people and oppress others. We always need more allies!

LGBTQ+ Intersectionality

Why is intersectionality important?

Because we all hold complex identities and certain amounts of oppression and privilege, it is our duty to honor that complexity in the other people in our lives! If we just look at one part of a person's identity, we fail to see the other parts that make them who they are. And failing to see the intersectionality of someone's identity sometimes means that we can, even unconsciously, act in ways that make them feel hurt, invisible, or even afraid.

Understanding intersectionality allows us to be better allies and advocates to the people we care about. **An ally and/or advocate is someone who might not hold a certain identity personally, but supports people that *do* hold that identity in certain ways. More specifically, an ally provides emotional support whereas an advocate stands up for folks and speaks out and acts in support of LGBTQ+ in more visible and tangible ways.** For instance, you might identify as heterosexual or cisgender, but you can be an advocate to the LGBTQ+ community by correcting someone when they use the incorrect pronouns for another person and helping to educate others when they use homophobic/transphobic language.

Even in the LGBTQ+ community, some folks hold more power than others. For example, LGBTQ+ people who are white, able-bodied, or native English-speakers have certain privileges that others in the community do not. Intersectionality means making sure all identities are heard, seen, and supported, not just the ones that hold power. **Remember, intersectionality is not something you will completely understand in one day. It's something you'll have to practice your entire life!**

For more information on intersectionality visit:

- https://www.scarleteen.com/article/politics/intersectionality_part_1_everything_counts
- <https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination>
- <https://everydayfeminism.com/2014/09/what-is-privilege/>
- https://www.indivisible-ma.org/wp-content/uploads/2019/11/Me_And_White_Supremacy_Workbook_FINAL_BOOK_.pdf
- <http://www.dismantlingracism.org/uploads/4/3/5/7/43579015/whitesupcul13.pdf>
- <https://www.youtube.com/watch?feature=youtu.be&v=sWP92i7JLIQ&app=desktop>
- <https://www.youtube.com/watch?v=hRiWgx4sHGg&feature=youtu.be&app=desktop>
- <https://www.youtube.com/watch?feature=youtu.be&v=8Hi6W95-fac&app=desktop>

Being an LGBTQ+ Ally/Advocate

How can I be a better ally and/or advocate?

Now that you have a better understanding of what intersectionality is, and what it means it to be an ally and/or advocate, it's time to put it into practice.

- **Don't expect LGBTQ+ folks to explain things to you or educate you!** If you are curious or interested in a certain question or topic, there are tons of resources that you can look at to get your answer that doesn't come at the expense of the community you're trying to learn about.
- **Really listen to LGBTQ+ people.** If you are an ally and/or advocate, you already have a certain privilege that LGBTQ+ folks do not. This means that you have the power to uplift LGBTQ+ voices, not that you should be speaking over them. Support LGBTQ+ people in the way they ask you to, not the way you think you should be helping.
- **Be mindful about the ways you take up space.** In many marginalized communities, it's important to have spaces that are *just* for the members of those communities. If you feel excluded as an ally and/or advocate, it might help to think about the privileges you hold that are making you feel that way!
- **Stand up for your LGBTQ+ peers!** If you hear someone using homophobic or transphobic language (this includes misgendering someone or not using their correct name), say something! It can be scary to stand up for someone else, especially when others are watching, but the privilege you hold gives you a great opportunity to be a supportive ally and/or advocate.
- **Start introducing yourself using your pronouns.** Gender pronouns are not just for transgender and non-binary folks, they're for everyone! By using your pronouns often and around non-LGBTQ+ communities, you're normalizing the idea that people's pronouns are not something to be automatically assumed. It's okay to ask for other people's pronouns too. Try it this way: "Hi! My name is _____. I use _____ pronouns. What pronouns do you use?" See? Super easy! (If you're in a safe, one-on-one setting with someone and asking their pronouns, it's always a good idea to ask if it's okay to use their pronouns in any setting. Some folks don't feel safe having their pronouns used in some settings, and you never want to out someone's identity before they do.)
- **Use inclusive language.** Words are powerful. They can also be hurtful, even if we don't mean them to be. When talking, pay attention to the words you use and the assumptions or stereotypes they hold. For example, what pronouns do you use when talking about body parts or menstrual cycles? Are your words assuming a gender binary? Be aware of how the words you use might affect the assumptions about gender and sexual orientation that other people have.

Remember, there are tons of ways to be an ally and/or advocate to the people you care about that hold identities different than your own. Ask your friends how you can be a better ally and/or advocate to them!

Being an LGBTQ+ Ally/Advocate

Making Mistakes

Part of being an ally and/or advocate to someone means making mistakes. Mistakes are an inevitable part of the learning process. Here are some tips for when those mistakes happen:

- **De-center yourself.** If you misgender someone, apologize, thank them for correcting you, and move on! If you dwell on the mistake, you begin to center yourself and your own uncomfotability and guilt instead of addressing what you're going to do to be better.
- **Use your mistakes as learning opportunities.** Mistakes are a great opportunity to educate others who may not be informed.
- **Hold yourself accountable.** After you make a mistake, do more research to educate yourself better on the topic, and then commit to making a more conscious effort in the future.

Mistakes are bound to happen, just like with any new topic. Don't dwell on the mistakes you will inevitably make, and instead focus on what you can do to help yourself and others be better allies and/or advocates in the future.

For more information on being an ally and/or advocate visit:

- <https://lgbt.umd.edu/good-practices-inclusive-language>
- <https://www.vic.gov.au/inclusive-language-guide><https://bolt.straightforequality.org/files/Straight%20for%20Equality%20Publications/3rd-edition-guide-to-being-a-straight-ally.pdf>
- <https://education.mn.gov/MDE/dse/safe/>
- <https://shoutoutjmu.com/2018/10/21/advocacy-vs-activism-vs-allyship/>
- <https://www.tolerance.org/magazine/ally-or-accomplice-the-language-of-activism>
- <https://edtrust.org/the-equity-line/educational-justice-which-are-you-an-advocate-ally-or-activist/>

Finding Community

History of LGBTQ+ Communities

Oftentimes, when people think of the history of LGBTQ+ communities, they immediately think about the Stonewall Riots of 1969, the first Pride march in 1972, or the US Supreme Court abolishing the Defense of Marriage Act in 2013. Although these are significant events in LGBTQ+ history that paved the road for the movements we have today, it's important to remember that **LGBTQ+ people have been around since the beginning of time!**

In many cultures, gender and sexuality has been open and fluid since the beginning of civilization. These topics were discussed openly in the context of art, literature, and even court. For example, the Navajo nation traditionally recognizes five different genders. In Burmese tradition, many people recognize a third gender that serves as spirit mediums. The Kanaka Maoli people of Hawaii recognize multiple genders, in which people who do not fit within a traditional gender binary serve as traditional educators, a sacred social role.

As you can see, the existence and prominence of sexuality and gender has not changed— the things that *have* changed are the legality and ideas we hold about gender and sexuality throughout time and culture. In other words, sexuality has always been diverse and fluid, but it became truly criminalized once colonial systems enforced binaries on us.

Finding LGBTQ+ Community

Being a part of the LGBTQ+ community can sometimes feel isolating and difficult amidst the struggles and obstacles that we face. But the great thing about knowing that LGBTQ+ people have been around since the beginning of time is knowing that we'll be around 'til the end of it! Wherever you find yourself, there will always be an LGBTQ+ community ready to celebrate you and your unique identity. You just have to know where to look!

You can find a directory of Minnesota-based LGBTQ+ resources, services, events, groups, and clubs by visiting:

<https://www.outfront.org/directory?location=All&directory=All&page=1>.

For more information on the history and presence of LGBTQ+ communities visit:

- http://www.pbs.org/independentlens/content/two-spirits_map-html/
- <https://www.wearenavajo.org/healthy-living/gender-identity>
- <https://www.glsen.org/lgbtq-history>
- https://queerbio.com/wiki/index.php?title=Main_Page

LGBTQ+ Inclusive Education

Overview

Although the climate of schools have changed significantly in the past few decades to include more inclusive policies, a 2017 GLSEN survey found that most **Minnesota schools are not safe spaces for LGBTQ+ students.** Many students experience homophobia and transphobia in their schools, while many reported that their schools still have discriminatory practices and policies in place. In many schools, LGBTQ+ students are prevented from using their correct name or pronouns in school, using the bathroom that aligns with their gender, wearing clothing considered "inappropriate" for their gender, discussing LGBTQ+ issues as part of the curriculum, or expressing PDA. **In fact, this same report states that less than 1 in 5 Minnesota students attended a school with an anti-bullying policy that included LGBTQ-specific protections. Similarly, fewer than 1 in 5 Minnesota schools have any policy or guidelines in place to protect transgender or gender-nonconforming students.**

Another part of the GLSEN report discusses the lack of visible support from Minnesota school faculty on behalf of the LGBTQ+ community. 98% of students could identify one staff member that is supportive of LGBTQ+ students, but only 74% could identify six or more supportive staff members. **The GLSEN report offered the following recommendations for Minnesota schools and educators:**

- Implementing more supportive and inclusive policies that protect LGBTQ+ students from harassment and bullying
- Creating and supporting GSAs across the state
- Providing professional development and training for faculty on LGBTQ+ student issues
- Increasing student access to LGBTQ-inclusive curriculum and resources

On the following pages we've included a list of resources for students and educators to use to come together and help make Minnesota schools a safer, more supportive place for LGBTQ+ students.

LGBTQ+ Inclusive Education: Resource Pages

Education Statistics, Reports, and Policies

- **GLSEN Minnesota School Climate Report**
https://www.glsen.org/sites/default/files/2019-11/Minnesota_Snapshot_2017_1.pdf
- **St. Paul Public Schools Gender Inclusion Policy**
<https://www.spps.org/genderinclusion>
- **LGBTQ Youth Report**
<https://assets2.hrc.org/files/assets/resources/2018-YouthReport-NoVid.pdf>
- **National Sexuality Education Standards**
<https://www.etr.org/healthsmart/standards/national-sexuality-education-standards/>
- **Minnesota Safe and Supportive Schools Act**
<https://education.mn.gov/MDE/dse/safe/act/058980>
- **Minnesota School Bullying Policy**
<https://www.revisor.mn.gov/statutes/cite/121A.031>
- **LGBTQ Youth Health and Wellbeing Report**
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6551982/>

Educator Toolkit: LGBTQ+ Curriculum

- **LGBTQ+ Books and Films, Historical Figures, Acronyms, and School Checklist**
<https://www.tolerance.org/sites/default/files/2018-10/TT-Best-Practices-for-Serving-LGBTQ-Students-Guide-Appendix.pdf>
- **Biographies of LGBTQ+ Historical Figures**
https://queerbio.com/wiki/index.php?title=Main_Page
- **LGBTQ History Cards, Coloring Pages, and Podcasts**
<https://www.glsen.org/lgbtq-history>
- **Gender Inclusive Biology**
<https://genderinclusivebiology.squarespace.com>
- **Books for LGBTQ+ Children and Families**
https://www.apa.org/news/press/releases/2019/05/lgbtq-children-books?utm_source=facebook&utm_medium=social&utm_campaign=apa-press-release&utm_content=pride-books

LGBTQ+ Inclusive Education: Resource Pages

LGBTQ-Inclusive Classrooms

- **Responding to Anti-LGBTQ+ Comments**
http://www.nea.org/assets/docs/Responding%20to%20Anti-LGBTQ%20comments.pdf?_ga=2.113024836.1152384269.1567274808-53274518.1550795458
- **Teacher's Guide to Understanding LGBTQ+ Identity**
<https://tpt.pbslearningmedia.org/collection/lgbtq-identity/#.Xn5r0C2ZNQK>
- **Online Learning Module & Model School Policies**
<https://www.thetrevorproject.org/education/>
- **Documentaries, Articles, Websites, and Training Guides**
<https://thesafezoneproject.com/resources/>
- **School Climate Surveys, Educator Networks, and Legal Guidance**
<https://neaedjustice.org/supporting-lgbtq-youth/>
- **Why Schools Struggle to Support LGBTQ Students**
<https://www.edutopia.org/article/schools-struggle-support-lgbtq-students>
- **Finding Ways to Support LGBTQ Students**
<https://educationvotes.nea.org/2019/06/24/5-things-educators-are-doing-right-now-to-support-their-lgbtq-students/>
- **Minnesota School and Staff Resources**
<https://education.mn.gov/MDE/dse/safe/res/MDE086808>
- **Transgender Student Resources**
<http://www.transstudent.org/mission>