

▶ **LGBTQ Culturally Competent Best Practices Training (1.5-3 hours)**

This facilitation training is geared toward district staff who interface with LGBTQ+ students and is customized to meet audience needs.

Lesbian, gay, bisexual, transgender and gender nonbinary students are coming out more rapidly and younger in our schools and communities. The Williams Institute reminds us that transgender people have a 42 per cent suicide rate, and the 2017 Youth Risk Behavior Survey administered across Florida finds growing and sobering concerns for the state's at-risk LGBTQ students. Please join us to learn the most contemporary findings, latest systems being implemented in districts statewide, most current legislation and importantly, the gold star best practices that enable schools and communities to ensure that LGBTQ children, who comprise 15-20 percent of our school populations, feel safe, included and graduate steadily.

Target Participants

- Principals and Assistant Principals
- Student Services Staff
- Behavior Specialists
- Athletic Directors/Coaches
- School Resource Officers
- Cafeteria Staff
- Bus Drivers
- Front Office Staff

▶ **Transgender Youth Needs (1-1.5 Hours)**

"Supporting our Transgender Students: Implementing a Gender Support Plan for Student Safety and Well-Being"

Well-being encompasses physical, mental, emotional, and intellectual health. This training shares guidance that is designed to assist administrators, student support staff and teachers in best practices when assisting transgender and non-binary students and their families with their needs in schools. Some of these topic areas are using affirmed names and pronouns, restroom and locker room usage, overnight excursion best practices, inclusive dress code policies, transgender allyship, etc.

▶ **Positive School Climate (1-1.5 Hours)**

"Creating Safe and Inclusive Classroom Strategies and Pedagogy to Support LGBTQ Youth"

Beginning with the first day of a new school year, educators have the power to structure their classrooms to be welcoming, nurturing, and respectful environments for LGBTQ students. Throughout this presentation we will explore and share compelling classroom methods and strategies that are designed to empower LGBTQ youth and all students to understand and grow their respect, empathy, responsibility, intent and impact in nuanced ways. We will also discuss the advantages to providing equitable access to GSA groups in our middle and high schools.

▶ **Inclusive Elementary Schools**

"Keeping All Students Connected and Respected: K-5 Inclusive, Welcoming Schools"

How do we ensure K-5 children who may have families that are diverse feel welcome, safe and connected in their school buildings and how do we ensure that stereotypical gender norms are not hindering each child's ability to be their best self? This workshop will help participants understand how to best serve youth who may identify as transgender, gender fluid or have varying family structures, including same sex parents/guardians.

Trauma Informed Care (1-1.5 Hours)

"Transgender and LGB Students' Trauma Informed Care: Who, Why, How?"

Schools often may not recognize the impact of trauma on LGBTQ+ children's lives, even when district supports and structures are in place for inclusive care. The latest findings about how to best support this unique group of young people with a path to resiliency so re-traumatization does not take place will be key components of this essential training.

LGBTQ Curriculum Integration (1-1.5 Hours)

"Developing Schools that Incorporate LGBTQ Curriculum to Create Environments that are Inclusive, Responsive, and Transformative"

This training introduces participants to current and trending inclusive classroom curriculum that celebrates the identities, histories, and successes of LGBTQ individuals and movements.

Gender Non-Binary Youth Needs (1-1.5 Hours)

"Gender Non-Binary/Expansive Children: Understanding Needs and Supporting Gender Expansive Schools"

More of our K-12 students are coming out as gender non-binary. Other terms that are akin to this identity may be gender diverse, genderfluid, gender non-conforming, and gender expansive. Oftentimes, adults who identify within the binary of being either female or male in a given society feel challenged when trying to understand how to best support non-binary students. This presentation offers terminology and insight into the experiences of being a non-binary individual. This is an interactive session where we will ask our audience to engage in fun and educational interactive activities along with our informative slide deck.

Anti-Bias and Equity (1-1.5 Hours)

"When Identities Intersect: Working toward Equity and Anti-Bias in Schools"

Diversity, equity and inclusion are words that we all hear on a weekly, if not daily basis. Yet it is essential that we understand the differences between these terms in order to achieve continuous personal and professional strategies with which to comprehend individual, institutional, and systemic biases and oppressions. This session will focus on the topics of power, privilege, and "intersectionality" and their effects on moving towards equity for all students in our schools.

Discipline and the LGBTQ Community (1-1.5 Hours)

"Tools to Protect our LGBTQ Students from Disproportionate Discipline"

Data shows us that LGBTQ students are disciplined at much higher rate than non-LGBTQ students in our schools. Over half (58%) of LGBTQ students who stated that they did not plan to finish high school said that hostile school environments were a barrier to completing their high school education. This reality often results in LGBTQ youth becoming involved with the juvenile justice system at disproportionate rates, especially our LGBTQ students of color. Sadly, Florida leads the nation for arrests within our schools. This training aims to reduce bias-based discipline and to model positive-behavior reinforcement patterns in an equitable manner across diverse student bodies.

