

# Trauma Informed Care Resource Map for LGBTQ Youth

## SAFETY

Children and adults feel physically and psychologically safe (e.g. the physical setting is safe and interpersonal interactions promote a sense of safety). Trauma often violates one's sense of safety, resulting in the need to regularly manage risks and threats.

- Safe space stickers
- GSA or similar club
- Affirmative support groups within the community
- Gender support plan
- Staff presence at "hot spots" throughout school campus
- Maintaining confidentiality
- Consistent response from School Resource Officers & admin
- Being alerted prior to suicide awareness/prevention presentations
- Integrate an intersectional lens into all work done across the district
- Display posters that show LGBTQ role models
- Confront and discuss anti-LGBTQ language or behaviour, whether from students, faculty, or staff
- Staff wearing LGBTQ-friendly buttons, stickers, and materials to show support

## VOICE

Individuals are given the opportunity take part in decisions that impact them by being provided with choices and having a say in those choices/decisions so they can be treated fairly.

- Restroom and locker room usage
- Participation in GSA or similar club
- Staff asking about affirmed name/pronouns
- Non-judgmental listening
- Involvement in creating their gender support plan
- Educators asking questions and not making assumptions
- Having student present in meetings
- Rather than using "he/she," "(s)he," using "they" as a more comprehensive and inclusive word in documents and language
- Integrated LGBTQ+ focused lesson plans

## CHOICE

Individuals are given the opportunity take part in decisions that impact them by being provided with choices and having a say in those choices/decisions so they can be treated fairly.

- Restroom and locker room usage
- Asking about names/pronouns
- Gender support plan
- LGBTQ-friendly books in media center
- Allowing for opt-out during suicide awareness/prevention presentations
- Allow same-sex couples to purchase couple's prom tickets
- Allow students to wear pro-LGBTQ clothes, pins, buttons that abide by inclusive dress code procedures.

## TRANSPARENCY

Decisions are made with transparency in order to build and maintain trust with children, families, and staff members. Schools/school districts provide full and accurate information about what's happening and may happen next.

- Posted anti-bullying policies
- Messaging from admin regarding non-tolerance of harassment and discrimination
- Having "out" staff members
- Safe space stickers
- Inclusive paperwork (e.g. NOT mother/father)
- Acknowledgement of differences in "life stories" if you're cisgender/straight
- Being clear about confidentiality and limits of confidentiality
- Being honest about not knowing answers to questions
- Confront the gender separations that are enforced in the classroom, remove or replace with more neutral methods instead
- Continually reevaluate policy and procedure to ensure it is effective and fair for all students

## PREDICTABILITY

Routines, procedures, and guidelines provide consistency for those impacted by trauma and allow students, staff and families to gain a sense of what is likely to happen next.

- Participating in LGBTQ-specific events/activities throughout the year
- Consistent responses from all adults in reference to anti-LGBT language
- Consistent enforcement of dress code, PDA, etc.
- Use of gender support plan
- Provision of inclusive language (e.g. partner, significant other)
- Ongoing professional development for staff
- Collaboration with outside LGBTQ+ organizations
- Consistent and ongoing work to identify and confront heterosexist and cissexist beliefs and policies within the district
- Displays and events for LGBTQ history month