

Staff Development: LGBTQ Diversity Training

The Legal, Fiscal and Educational Imperatives For Protecting LGBTQ Students

The Problem:

Schools are experiencing increased incidents of bullying, cyber-bullying and harassment. This trend has disproportionately targeted lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth. Research indicates that the number one and number two reasons for bullying and harassment in schools are physical appearance and real or perceived sexual orientation. Reports from LGBTQ youth indicate that they experience consistently high levels of peer stereotyping, bullying and harassment.¹ Youth also report that adult intervention and support does not occur often enough.

Bullying, cyber-bullying and harassment undermines student achievement, often leading to disengagement from school, while placing greater stress on LGBTQ youth and their families. Additionally, with fewer resources and shrinking safety nets, schools face greater risk for not being in compliance with local and federal laws and for increased exposure to potential lawsuits.

Despite resolutions by professional educational organizations such as the Association for Supervision and Curriculum Development (ASCD), the American School Counselor Association, and the School Social Work Association of America, supporting the need and urgency for LGBTQ youth support, these students continue to be at significant and higher risk of emotional and physical violence.

The Solution:

The *LGBTQ Diversity Training* provides administrators, faculty and other educational leaders with the knowledge, skills and resources to address the growing safety and educational concerns of lesbian, gay, bisexual, transgender and questioning youth. The training helps leaders of today's diverse and multicultural school communities build climates of safety where all young people experience civility, connection and respect.

¹ A study of over 7000 youth in 2009 finds that 85 per cent of LGBTQ youth report being verbally harassed, 40 per cent physically harassed and 19 per cent physically assaulted at school, with close to 30 per cent missing class at least once because of safety concerns. (Floyd and Bakeman, 2006. Kosciw, et al, 2009).

The Training: Outcomes and Benefits

The *LGBTQ Diversity Training* is an effective, engaging and multi-media program designed to meet specific school, district and/or community needs. Community Matters staff will conduct an initial phone assessment to understand the needs, issues, desired results, and will then develop the appropriate training design.

Outcomes for Participants:

- Understand how bullying, cyber-bullying and harassment impact school performance and personal development for gay, lesbian, bisexual and transgender young people
- Review the latest research that can support educators and helping professionals in creating safer schools for LGBTQ and all youth
- Acquire increased understanding of laws and policies and strategies for meeting all compliance requirements
- Learn pro-active strategies and prevention resources and programs to build and maintain a school climate of safety and respect for all youth, and in particular youth who identify as LGBTQ.
- Develop action steps for improving plans, policies, programs and services

Who Participates and How Long is the Training?

This training is designed for district level leadership and middle and high school faculty and staff. Participants can include district and site administrators, school board members, teachers, guidance counselors, school social workers, coaches, and others who work regularly with youth in schools. It is a one-day training, usually 6 hours, for 10-50 participants.

Customized services are also available to meet the specific needs of a school or district. These include: presentations and shorter workshops with larger or smaller groups, consultancy, and focus group sessions.

Cost:

\$2250: includes assessment, design and delivery. Trainer expenses for travel and lodging additional.

Contact:

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