



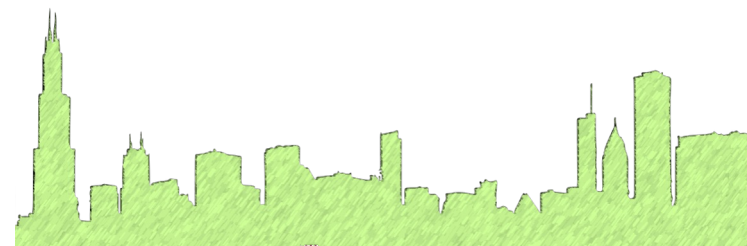
# 4K Supporting LGBTQ+ Youth & Educators Within the PBIS Framework

*Presenters:*

*Jennifer Freeman, University of Connecticut*

*Renee Bradley, Mohamed Soliman, US Department of  
Education*

- **Topic:** Equity, Bully Prevention, Mental Health/Social-Emotional Well Being
- **Keywords:** Policy, Alignment, Climate



# When Working In Your Team

## Consider 4 Questions

- How does this compare to our priorities?
- What team would oversee this work?
- What should we stop doing to make room for this work?
- How will we assess whether it's (a) implemented well and (b) working?



# Learning Objectives

1. *Attendees will be able to describe current challenges faced by LGBTQ+ Youth and Educators*
2. *Attendees will be able to identify a range of actions they can take to support LGBTQ+ youth and educators in their schools*
3. *Attendees will be able to identify local and national resources available to support LGBTQ+ youth*



---

# Who we are

- Renee Bradley
- Jennifer Freeman
- Mohamed “Medo” Soliman

+



o

# 2022 Headlines

## Anti-LGBTQ attacks forced my family to leave our beloved Texas

Austin American-Statesman

Published 6:55 a.m. CT Sept. 11, 2022



Transgender pride flags flutter in the wind on International Transgender Day of Visibility on March 31, 2017, in Los Angeles, Calif. Photographer: Robyn Beck/AFP/Getty Images

**Transgender Health Care Becomes Target for Wide GOP-Led Rollback**

## Texas Supreme Court OKs state child abuse inquiries into the families of trans kids

May 13, 2022 • The ruling overturns an Injunction barring state officials from following Abbott's directive to view treatments such as hormones and puberty-blocking drugs as incidents of child abuse.



Eric Gay/AP

## South Carolina becomes the latest state to enact a transgender sports ban

May 17, 2022 • South Carolina's governor signed into law a bill that would ban transgender students from playing girls' or women's sports in public schools and colleges.



Jeffrey Collins/AP

## Miami-Dade school board votes against recognizing LGBTQ history month

The school board member who initially sponsored the measure, which had already overwhelmingly passed once before, said she was "extremely saddened" by the vote.

Virginia Gov. Glenn Youngkin Declares War on Transgender Kids

## Trevor Project Responds to Transphobic 4Chan Attack

As the culture wars heat up, LGBTQ organizations are bearing the brunt

BY KAT BOUZA

AUGUST 31, 2



## LGBTQ+ parents fear their children will have to hide their families at school under Florida's 'Don't Say Gay' bill

REPRODUCTIVE RIGHTS IN AMERICA

## Alabama is using the case that ended Roe to argue it can ban gender-affirming care

July 3, 2022 • The case marks one of the first known instances in which a conservative state has tried to apply the abortion ruling to other realms, just as LGBTQ advocates and others were afraid would happen.



Jake Crandall/The Montgomery Advertiser via

In a shocking reversal of the previous administration's school inclusive policies, the GOP governor issued guidance stripping trans kids of rights that critics say will increase youth suicide.

# Trevor Project National Survey

34,000 youth between 13-24

**45%** of LGBTQ youth seriously considered attempting suicide in the past year.



Nearly 1 in 5 transgender and nonbinary youth attempted suicide and LGBTQ youth of color reported higher rates than their white peers.

LGBTQ youth who felt high social support from their family reported attempting suicide at **less than half the rate** of those who felt low or moderate social support.

**Fewer than 1 in 3** transgender and nonbinary youth found their home to be gender-affirming.

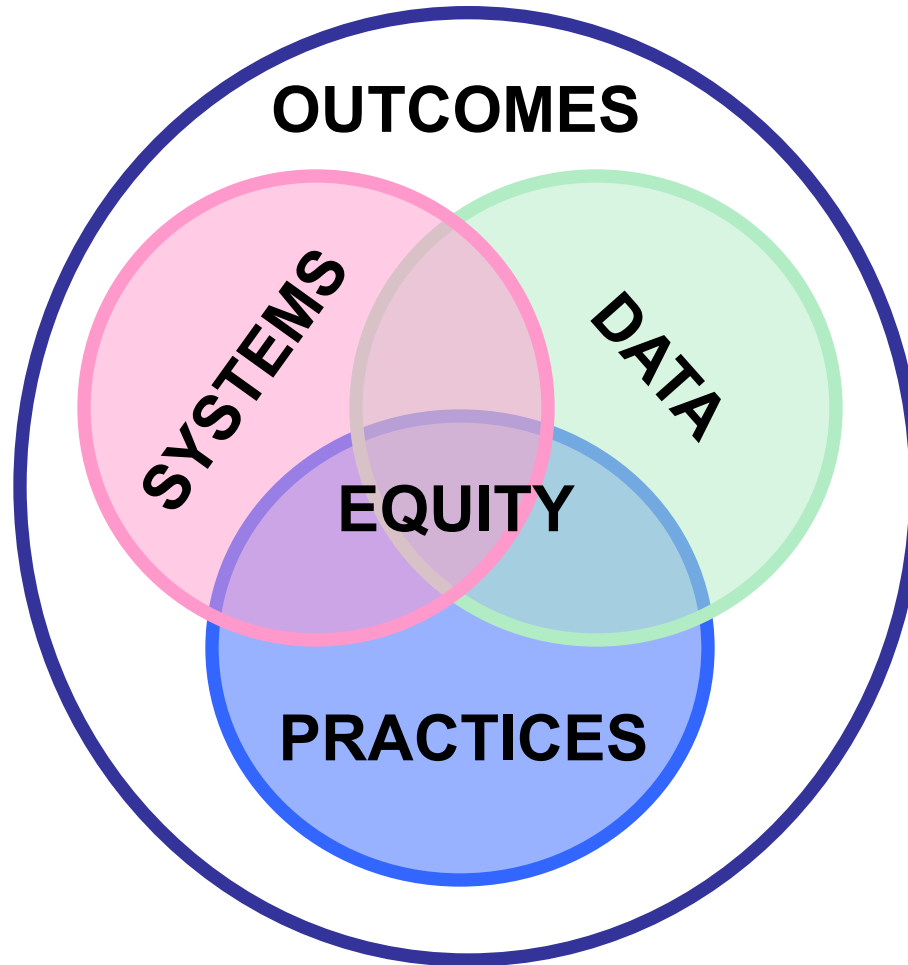
LGBTQ youth who found their school to be LGBTQ-affirming reported **lower rates of attempting suicide**.

**60%** of LGBTQ youth who wanted mental health care in the past year were not able to get it.



LGBTQ youth who live in a community that is accepting of LGBTQ people reported **significantly lower rates of attempting suicide** than those who do not.

# PBIS Framework





# PBIS Apps School Climate Survey



## School Climate Survey: Elementary

*Please answer all of the questions or your answers won't be recorded, but you can mark "I prefer not to answer" if you don't want to answer a question about you.*

### Demographics

**What is your gender or gender identity?**

☐ Female ☐ Male ☐ Other ☐ I prefer not to answer

**What is your ethnicity?**

☐ Hispanic or Latino/a ☐ Not Hispanic or Latino/a ☐ I prefer not to answer

**What is your race? (mark all that apply)**

☐ American Indian or Alaskan Native ☐ Asian ☐ Black or African American  
☐ Native Hawaiian or Pacific Islander ☐ White ☐ I prefer not to answer

**Beyond that, is there another ethnic group with which you identify?**

☐ Ethnic Group: \_\_\_\_\_ ☐ I prefer not to answer.

**What grade are you in?**

☐ 3 ☐ 4 ☐ 5 ☐ 6

If all survey questions are not answered (either with an answer or "I prefer not to answer"), the survey will not be saved, and answers from that survey will not be included in reports.



# PBIS Apps School Climate Survey



## School Climate Survey: Middle/High

*Please answer all of the questions or your answers won't be recorded, but you can mark "I prefer not to answer" if you don't want to answer a question about you.*

### Demographics

#### What is your gender or gender identity?

- ☐ Female ☐ Male ☐ Transgender  
☐ I prefer not to answer

#### Which of the following best describes you?

- ☐ Heterosexual (straight) ☐ Gay or Lesbian ☐ Bisexual  
☐ I prefer not to answer

#### What is your ethnicity?

- ☐ Hispanic or Latino/a ☐ Not Hispanic or Latino/a  
☐ I prefer not to answer

### Survey Questions

#### What is your race? (mark all that apply)

- ☐ American Indian or Alaskan Native  
☐ Asian  
☐ Black or African American  
☐ Native Hawaiian or Pacific Islander  
☐ White  
☐ I prefer not to answer

#### Beyond that, is there another ethnic group with which you identify?

- ☐ Ethnic Group: \_\_\_\_\_  
☐ I prefer not to answer.

#### What grade are you in?

- ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐ I prefer not to answer.

If all survey questions are not answered (either with an answer or "I prefer not to answer"), the survey will not be saved, and answers from that survey will not be included in reports.

# Results

Does the survey measure  
school climate reliably  
for LGB youth?

Yes!

What do LGB youth  
report about their school  
climates?

LGB youth report  
lower perceptions of  
school climate than  
their peers

# Range of Actions to Support LGBTQ Students



# Know and Use Chosen Names/Pronouns

- Names carry cultural and family significance
- Hearing our names:
  - Promotes a feeling of belonging
  - Increases on-task behavior
  - Promotes empathy
- Mis-pronouncing or not using names signals a lack of respect and caring
  - This is true for all kids but kids of color are more likely to experience this as a pattern
- Trans-kids who could use their chosen name at work, school, home and with friends experienced
  - 71 percent less symptoms of severe depression,
  - 34 percent less reported thoughts of suicide, and a
  - 65-percent reduction in suicidal attempts
  - There was a 29-percent decrease in suicidal thoughts for kids who could use their chosen name even in one those places

## Smallest Easiest Action

- Use student's last name publicly and chosen name privately
- Share your pronouns

## Larger Scale Change to Consider

- Use inclusive language on school forms and in school communications
- Consider routine options for all students to share
- Incorporate not using deadnames into anti-bullying lessons and supports

# Create a Representative and Safe Physical Environment

- Organized and reflective of student cultures and interests
- Student work and photos posted
- Safe space symbols
  - Establishing an Allies-Safe
  - Zone program



GLSEN research shows that 64.9% of students who have seen a Safe Space sticker or poster at school feel comfortable talking with teachers about LGBT issues. Of students who have not seen a poster or sticker, only 47.6% feel comfortable having these conversations.

## Smallest Easiest Action

- Put up a safe space sticker or other small visual signal for students
- Verbally indicate your willingness to support LGBTQ students
- Provide information for students to find safe/inclusive online communities (e.g., trevorspace)

## Larger Scale Change to Consider

- Intentionally include LGBTQ representation and history in the physical space
- Review school library offerings and ensure they are representative

# Teach an Inclusive Curriculum and Provide Access to Resources

- Teach an inclusive curriculum
- Diversity promotes learning, creativity, and counters stereotypes
- Be purposeful about counteracting and talking about stereotypes
  - Teaching tolerance
  - Inclusive curricular (GLSEN)
    - Lesson plans (HRC)

## Smallest Easiest Action

- Point out positive examples of LGBTQ people in history or literature
- Celebrate diversity in general and counter stereotypes when you see/hear them
- Provide access to reputable online resources where students can learn more (e.g., trevor project, HRC, GLESN, PFLAG)

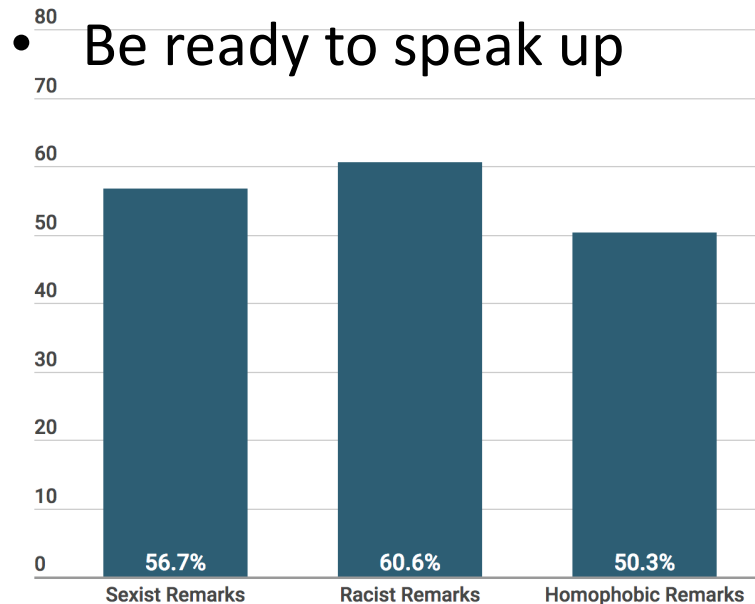
## Larger Scale Change to Consider

- Join curriculum committees and push for inclusive and comprehensive mental and physical health and academic curriculum



# Teach Students and Staff How to Respond to Bullying

TEACHER INTERVENTION REPORTED BY STUDENTS



Source: The Gay, Lesbian & Straight Education Network (GLSEN)

Students report teachers only intervene about half the time!

## Smallest Easiest Action

- Intervene if you hear or see bullying or hear derogatory comments about any aspect of a student's identity
- Provide access to national resources (e.g., Trevor Project) for students who are bullied and can't get local support

## Larger Scale Change to Consider

- Explicitly include the use of homophobic language in bullying policies
- Teach and practice ways for students and staff to intervene when they see/hear bullying

# Create Support Systems for LGBTQ Students or Staff

- Gay-straight alliance (GSA)



## Smallest Easiest Action

- Provide an informal safe space for LGBTQ students in your room
- Provide connections to online communities or resources

## Larger Scale Change to Consider

- Be visible as a member of the LGBTQ community or ally
- Sponsor or support LGBTQ affinity groups for students and staff

# Engage Community and Families

- [Parent engagement](#) (GSA)
- Listening conference
- Home school connections

## Smallest Easiest Action

- Provide access to family resources (e.g., PFLAG)

## Larger Scale Change to Consider

- Provide connections for families to support each other
- Work with local advocacy centers to raise awareness of issues in your community

Mitch  
Yell

Allies and Action:  
Impact on Families

# An Additional Focus

- In my professional life I have been involved in some aspect of special education law as a writer, speaker, consultant, and state due process review officer
- Lately, I have begun focusing on legal issues in transgender laws
- Unfortunately, the recent news about transgender laws are not is not good

# What Have I found?

- Over 100 anti-trans bills have been introduced in states throughout the nation.
- 18 states have enacted or are considering (and will likely pass) anti-trans laws: Arkansas, Alabama, Arizona, Florida, Idaho, Indiana, Iowa, Kentucky, Mississippi, Montana, Ohio, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, West Virginia,
- Do you see a commonality among these states?



# The Good News

- A number of states have passed laws that are transgender friendly
- The U.S. Supreme Court has been on the side of LGBTQ+
  - Obergefell v. Hodges, 2015
  - Pavan v. Smith, 2017
  - Bostock v. Clayton County, Georgia, 2017
- But...

# What Can We Do?

- “The arc of the moral universe is long, but it bends toward justice.” Martin Luther King.
- “If you are not on the table, you are probably on the menu!” Jane West
- Advocate & Vote!!

# What Has Piqued My Interest in this Area of Law?

The Yell Family, Pre 2020: Nick, Eric, & Alex



# What Has Piqued My interest in this Area of Law?

The Yell Family, 2022: Mitch, Joy, Nick, Emilia, & Alex



# LGBTQ Challenges for Discussion

- Families of choice
- Signature Blocks and Invitations
- Family trees
- “That’s so Gay”
- “They don’t match”, “they aren’t a family”
- “Which mom/dad is the real one”
- Prejudice and stereotypes – explicit and implicit bias
- Having to “come out” over and over
- Assumption about family gatherings- families of choice
- “Need for male (or female) role models”
- Restroom Rights
- Name changes
- Preferred pronouns
- School records
- Dress Codes
- Gay/Straight Alliances
- Confidentiality

+  
o •

# Additional Resources

+  
• o



---

# Gay Lesbian Straight Education Network (GLSEN)

- Teacher Resources
  - LGBT
  - Transgender and non-conforming youth
- Statehouse to Schoolhouse
- National School Climate Survey
- Safe Space kits
- Think B4 You Speak

+



o

---

# The Trevor Project

- Provides an online community and 24/7 support lines for students
- Suicide prevention resources- including modules for middle and high school classrooms
- Links to local resources

+



o

---

# Human Rights Campaign (HRC)

- Family Resources
- Time to Thrive Conference
- Welcoming Schools
  - Student questions – teachable moments
  - Lesson plans embracing family diversity
  - Grade level content

+



o

---

# Resources

- [PFLAG: Cultivating Respect: Safe Schools for All](#)
- [GLSEN: Educator Resources](#)
- [The Illinois Safe Schools Alliance](#)
- [HRC: Resources for Gender and LGBTQ+ Inclusive Schools](#)
- [Lambda Legal: Making the Case for Equality](#)
- [Lambda Legal: Equal Access to Public Restrooms](#)
- [The Guardian: Gay rights in the US, state by state](#)
- [EQIL Transgender Community Social](#)
- [Lambda Legal: Dear Colleague Letter on Transgender Students](#)

+

0

# Please Complete this Session's Evaluation

10/28/22

4K – Supporting LGBTQ+ Youth & Educators Within the PBIS Framework

## Four options, pick one!

### 1. Mobile App

Click "Take Survey" under the session description.

### 2. QR Code

Scan the code on this slide.



### 3. Online

Click on the link located next to the downloadable session materials posted online at:

[www.pbis.org/conference-and-presentations/pbis-leadership-forum](http://www.pbis.org/conference-and-presentations/pbis-leadership-forum)

### 4. Direct Link

Click the link provided in the email reminder you receive after your session ends.



After you submit each session evaluation, click the link to enter the **gift card raffle!**

Evaluations are **anonymous!** We send reminder emails to all participants.

National PBIS Leadership Forum