LGBTQIA+ EDUCATOR RESOURCE GUIDE
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This guide was created by and for educators. All of us who worked on this resource guide have worked in schools or with schools. We know the stressors of daily quizzes, beginning/end-of-year exams, struggling during crises, and whatever "unprecedented times" we find ourselves navigating. Sometimes, creating a positive and inclusive classroom culture can feel overwhelming, but trust us when we say it is life-saving.

According to the Trevor Project, one affirming adult in an LGBTQ+ teen's life reduces the risk of suicide by 40%.* This guide is here to help you as a teacher, counselor, or staff member working with LGBTQ+ youth. We know you may not have all the answers, but this guide will help you get started...

*https://www.thetrevorproject.org/survey-2019/
HELPFUL TERMINOLOGY

- **LGBT, LGBTQ, LGBTQIA+, TBLG (or other variations):** These acronyms refer to Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, and Asexual/Aromantic. Although all of the different identities within “LGBT” are often lumped together (and share sexism as a common root of oppression), there are specific needs and concerns related to each individual identity.

- **Bisexual:** Someone who is attracted to two or more genders.

- **Pansexual:** Someone who is attracted to all genders, or for whom gender does not factor into their attraction. Sometimes used interchangeably with bisexual, though each individual chooses labels that fit them best.

- **Transgender:** This term has many definitions. It is frequently used as an umbrella term to refer to all people who deviate from their assigned gender at birth or the binary gender system. For example, someone assigned male at birth that identifies their gender as female is a trans woman.
  - Note that trans is an adjective, not a noun, and we always use the correct gender. Avoid language such as “used to be a boy/girl,” “biological male/female,” etc.

- **Cisgender:** Types of gender identity where an individual’s experience of their own gender matches the sex they were assigned at birth. If your assigned birth gender was male and you currently identify as male, you are cisgender.

- **Intersex:** This refers to someone who has one or more biological sexual characteristics of both male and female. Because genitalia, chromosomes, and hormones do not always coincide, there are many ways for an individual to be intersex. About 1% of the population is born intersex.

- **Asexual:** This refers to a wide spectrum of identities that relate to someone’s sexual and/or romantic attraction (or lack thereof) to others. Asexual people usually do not experience sexual attraction to others, but may still be sexually active for pleasure or because their partner enjoys it.

- **Grey/Demisexual:** This falls under the asexual umbrella, and describes people that do not immediately experience sexual attraction to others, and must develop emotional connections to do so.

- **Ally:** Typically any non-LGBTQ+ person who supports and stands up for the rights of LGBTQ+ people, though LGBTQ+ people can be allies, such as a cisgender lesbian woman who is an ally to a transgender person.
• **Coming Out:** The process of acknowledging one’s sexual orientation and/or gender identity to other people. For most LGBTQ+ people this is a lifelong process.

• **Two-Spirit:** A gender identity unique to certain Indigenous tribes that describes people that embody both masculine and feminine energies. This is ONLY appropriate for members of these tribes to use; many other places around the world have other non-binary gender identities that were erased through the process of colonization.

• **Non-Binary/Genderqueer/Agender** - These terms generally describe people that do not fit into a binary idea of gender (male/female).

• **Gender expression:** A term that refers to the ways in which we each manifest masculinity or femininity. This doesn’t have to match gender identity and includes everything that we use to express ourselves to others: clothing, jewelry, makeup, hairstyle, behavior, speech, etc.

• **Gender identity:** The sense of “being” male or “being” female. For some people, gender identity is in accord with physical anatomy. For transgender people, gender identity may differ from physical anatomy or expected social roles. It is important to note that gender identity, biological sex, and sexual orientation are not necessarily linked.

• **Homophobia/Transphobia:** A range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual, or transgender (or anywhere on the LGBTQ+ spectrum). It can be expressed as antipathy, contempt, prejudice, aversion, or hatred.

• **Homosexual:** A clinical term for people who are attracted to members of the same sex. Some gay men and lesbians find this term offensive; it was not used until the turn of the 20th century, along with heterosexual.

• **Sexual orientation:** A person’s physical attraction to others, which is individually defined.

• **Romantic orientation:** A person’s emotional attraction to others, which may be separate from their sexual orientation, especially for asexual people.

• **Pronouns:** The terms used to refer to an individual, which in English are often gendered. Examples include he/him/his, she/her/hers, and the singular they/them/their (yes, they can be singular). Some people also use neopronouns, such as xe/xem/xir, which are used in the same manner. A good practice is to ask for pronouns and practice them and keep in mind that students may want to use different pronouns in different circumstances. See page 8 for more on pronouns.
The Law Affirms LGBTQ+ Student Identity

Tulsa Public Schools Nondiscrimination Policy

"Tulsa Public Schools is committed to providing all students, employees and members of the public with a safe and respectful school and workplace environment. The district prohibits discrimination, harassment, or retaliation based on real or perceived race, religion, color, national origin, sex, sexual orientation, gender expression, gender identity, pregnancy, disability, genetic information, veteran status, marital status, age or any other classification protected by applicable laws.

This prohibition applies to students, employees, vendors and board members in any aspect of the district’s programs, including during school hours, extracurricular activities, district sponsored events, or outside of school hours if the conduct affects the education or working environment."

https://www.tulsaschools.org/nds

U.S. Department of Education Title IX LGBTQ+ Specific Protections

"Bullying, harassment, exclusion from school activities, and other forms of discrimination can interfere with LGBTQ+ students’ access to a safe and inclusive school environment. Federal law, however, requires schools to ensure that LGBTQ+ students and other students have equal access to all aspects of a school’s programs and activities.

Title IX prohibits discrimination based on sexual orientation and gender identity… including discriminating against transgender athletes on sports teams."

https://www2.ed.gov/about/offices/list/ocr/lgbt.html
U.S. DEPARTMENT OF EDUCATION - FERPA

"It's against the law for school officials to disclose a student’s sexual orientation or gender identity to parents or other school staff, even if the student is open about their sexual orientation or gender identity with friends at school. School officials may think they're doing the right thing, but revealing a student's sexual orientation or gender identity to their parents not only violates the student's privacy rights, but can open an LGBT child to hostility, rejection, and even violence from their parents."

https://www.aclu.org/issues/lgbtq-rights/lgbtq-youth/outing

A NOTE ABOUT ANTI-LGBTQ+ STATE/LOCAL LAWS AND SCHOOLS

For all schools that receive federal funding, Title IX and FERPA override the state and local laws that might conflict with them. That means "bathroom bills" or "sports bills" that pop up each legislative session cannot be enforced in public schools like Tulsa Public Schools because they are in conflict with the federal policies of Title IX and FERPA.

Schools that do not follow Title IX and FERPA can face serious repercussions from the federal government for discriminating against LGBTQIA+ youth, even if they claim to be following a state or local law.

https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html
This is an incomplete list of identity flags! There are many ways to identity within the LGBTQIA2S+ community.

- Intersex is not a gender identity or sexuality but intersex traits can influence identity and expression.

- Two-Spirit can apply to gender and/or sexuality.

A Guide to Pride Flags

Progress Pride
Rainbow Pride
2017 Philly Pride (POC Pride)
Lesbian
Gay Male
Bisexual
Pansexual
Polysexual
Demiseexual
Asexual
Aromantic
Polyamorous
Transgender
Genderfluid
Agender
Demiboy
Nonbinary
Genderqueer
Bigender
Demigirl
Intersex*
Native American Two-Spirit*
PRONOUNS

Pronouns are words used to replace and refer to proper nouns in conversation. Referring to people by the correct pronouns is a sign of respect.

- If you are unsure of what pronouns to use, politely ask.
- Normalize telling other people your pronouns.
- Put your pronouns in bios, email signatures, etc.

HE/HIM!
SHE/HER!
THEY/THEM!

SAMPLE CLASSROOM SURVEY

1. What name do you go by? ______________________________

2. What pronouns do you use? ______________________________
   (Example: Mr. Lowry uses he/him/his)

3. Should I use different pronouns in front of family? ______________________________

4. What is your favorite snack? ______________________________

5. Do you play any sports? ______________________________

6. Any after school activities? ______________________________

7. What’s one thing you want me to know about you? ______________________________
You may be wondering what specific steps you can take to make your classrooms more welcoming to LGBTQ+ students. The great news is that a lot of little things go a long, long way. Here are a few ideas that are easy and free to add to your classrooms.

1. **Post Affirming Signage**

2. **Create Teachable Moments by Addressing Name-Calling, Bullying, or Harassment Immediately**
3. FIND LESSON PLANS THAT INCORPORATE LGBTQ+ HISTORY/ELA

4. LET STUDENTS EXPRESS THEMSELVES. RESPECT THEIR IDENTITIES.

FIND FREE LESSON PLANS
FIND LGBTQ+ BOOKS AND READ ALOUDS
A, B, C... 1, 2, 3
LGBTQIA+

Why do we talk about LGBTQ+ identity in elementary schools:

- To establish a foundation of respect and understanding for all people
- More kids in elementary school are breaking gender stereotypes, identifying as LGBTQ+, and coming from LGBTQ+ families.
- Learning about different identities also helps us celebrate what makes us unique.

Did you know?
OKEQ hosts Alphabet Soup Kids for kids under 13 each Saturday at the Dennis R. Neill Equality Center.
Don't know where to start? Try some of these tips!

Diversify your bookshelves!

Have affirming signage!

Check out these lesson plans!

Diversify your bookshelves!
DO YOU HAVE A GSA?

WHAT IS A GSA?

Gender and Sexuality Alliances (sometimes called Gay/Straight Alliances), or GSAs for short, are student-run organizations that unite LGBTQ+ and allied youth to build community and organize around issues impacting them in their schools and communities.

START A GSA IN TEN EASY STEPS!

YOUTH WANTING TO START A GSA NEED A SUPPORTIVE TEACHER OR STAFF MEMBER.
DID YOU KNOW?
CAMP FIRE LEADS A TULSA PUBLIC SCHOOLS SITEWIDE VIRTUAL GSA!

CONTACT
GREG LOWRY (HE/HIM)
GLOWRY@TULSACAMPFIRE.ORG

EACH SCHOOL YEAR, CAMP FIRE AND YOUTH SERVICES OF TULSA
HOST A GSA SUMMIT FOR STUDENTS! ALPHABET SOUP
ALSO HOSTS A YOUTH LEADERSHIP LOCK-IN! THERE ARE
SO MANY WAYS FOR LGBTQ+ YOUTH TO BE LEADERS IN THEIR SCHOOLS AND COMMUNITIES!
At Youth Services of Tulsa (YST), youth looking to better understand their sexual identity, gender identity, and/or self-expression receive support and education while building confidence and leadership skills. Students partner with peers, schools, teachers, and parents to build Gay/straight Alliances (also known as Gender/Sexuality Alliances) to reduce bullying and create a culture of acceptance.

CHECK OUT OUR COFFEE HOUSE AND YOUTH EMPOWERMENT SPACE (YES)!

Camp Fire Green Country invites youth to find their spark through our after-school clubs and summer camps. Besides hosting a week-long LGBTQ+ focused camp during the summer, we support middle school and high school Gender and Sexuality Alliances (GSAs) in various schools across Tulsa and lead after school clubs for youth from Pre-K to middle school students. Our clubs allow students to explore their passions and develop SEL skills in safe and affirming environments. Check out campfiretulsa.org to learn more!

PFLAG is parents, families, friends of lesbian, gay, bisexual, transgender, and queer people. PFLAG welcomes LGBTQ+ people to participate. We help change attitudes and create an environment of understanding so that our LGBTQ+ family members and friends can live in a world that is safe and inclusive. We accomplish this through support, education, and advocacy.

We offer:
- Monthly group support and education meetings
- Confidential telephone support and information
- Speakers Bureau
- Greater Tulsa PFLAG Scholarship Program
- Links to both national and local resources
Alphabet SOUP welcomes LGBTQ+ Youth to join us every Saturday. Our youth spend time together playing games, developing community, watching movies, doing art projects, and many other activities. They also spend time together learning about topics that impact them such as LGBTQ+ health topics, sexual health, healthy relationships, and other topics.

Oklahomans for Equality seeks equal rights for LGBTQ+ individuals and families through intersectional advocacy, education, programs, alliances, and the operation of the Dennis R. Neill Equality Center. We offer support groups for parents and loved ones of LGBTQ+ individuals, counseling, youth groups, and medical services.

Trans/Nonbinary Teens Support Group
The trans teen support group is for all youth age 13 -17 who identify as transgender or nonbinary. We are here to offer support, answer questions, and share resources. A first-time interview is required before attending.
OKEQ offers family and youth behavioral health services including individual and group counseling sessions. These sessions can be covered through insurance or on a sliding scale fee (self-pay). Our behavioral health director Allison Ikley-Freeman heads a team of four interns. We are also happy to help families and students find a provider in the area that meets their needs through our Equality Health Alliance.

ASL and Spanish Interpretation available.

CREOKS' Children's services team provides confidential outpatient services for youth and adolescents up to age 25, in our clinics, in-home and through school-based programs. We utilize best practices in treatment and counseling to support everyday functioning and sustainable recovery.

1 (877) 327-3657 Creoks.org/childrenservices

At Youth Services of Tulsa, licensed professionals offer office-based services to help youth and their families navigate the rocky terrain of adolescence by improving communication skills, eliminating symptoms of distress, and developing short-term solutions. Fees are determined on an income-based sliding scale. No one is ever turned away for inability to pay. Services are available at our offices located in Tulsa, Owasso, Broken Arrow, and Glenpool. Counseling services are available for youth ages 12-18 (if still in high school).
Amplify promotes healthy futures for youth through advocacy, collaboration, and education. You might recognize them from the work they are doing with Tulsa Public Schools, which includes making sure middle and high school students receive sexual health education that is inclusive of LGBTQIA+ identities. Amplify’s website also contains resource hubs for LGBTQ+ youth and trusted adults supporting youth. Be on the lookout for the Youth Leadership Council as an opportunity for LGBTQ+ youth to raise their voices.

Take Control Initiative (TCI) works to remove barriers and increase access to birth control. They offer free birth control in Tulsa County. Simply text (539) 302-3615 to request an appointment and even set up a free Lyft ride there! They also offer free condom delivery through a partnership with RevanRX. None of their services have an age requirement and they are serious about privacy.

Thanks to PERIOD, OKEQ offers free menstrual products (pads, tampons, and menstrual cups) for anyone at the Dennis R. Neill Equality Center. You can request them for your classroom, your school, or for specific families. Email morgan.allen@okeq.org with what type and how many of each product you need.
LGBTQ+ YOUTH BY THE NUMBERS

WHAT LOCAL AND NATIONAL SURVEYS TELL US ABOUT OUR LGBTQ+ YOUNG PEOPLE

2/3 of youth participants reported at least one negative experience happening at school.

1 in 4 participants reported serious psychological distress — much higher than national estimates of the general population ranging from 2.9 - 5.2%.

26% of LGBT youth say their biggest problems are not feeling accepted by their family, trouble at school/bullying, and a fear to be out/open. 22% of non-LGBT youth say their biggest problems are trouble with class, exams and grades.

92% of LGBT youth say they hear negative messages about being LGBT. The top sources are school, the Internet and their peers.

This data comes from the Prism Project, a survey of over 800 LGBTQ+ Oklahomans done in 2019. To read the full report scan this QR code:

Nationally, surveys indicate that LGBTQ+ youth are looking for support in schools. This data comes from the Human Rights Campaign, who surveyed over 12,000 LGBTQ+ youth.

READ MORE, SCAN THIS QR CODE:
IN CASE OF EMERGENCY
SHELTERS, HOTLINES, AND MORE

HOTLINES

TRANS LIFELINE
24/7 Hotline *available in Spanish
(877) 565-8860

Domestic Violence Intervention Services
DVIS Teen Dating Violence Line
1-800-522-8336

The Trevor Project 24/7 Hotline
1-866-488-7386
Trevor Chat 24/7 Instant Messaging
thetrevorproject.org/get-help-now
Trevor Text Available 24/7
Text START to 678-678

COPES for Kids
(Family and Children's Services)
(918) 744-4800
Local to Tulsa, Available 24/7, has a language line, can interpret multiple languages including Spanish

SHELTER/HOUSING

YOUTH SERVICES of TULSA
311 South Madison
Tulsa, OK 74120
(918) 582-0061

Family Safety Center Tulsa
Monday-Friday 8am-5pm
(918) 742-7480

IN-PATIENT CARE

The NEST Program
Cedar Ridge Behavioral Hospital
6507 N.E. 50th St.
Oklahoma City, OK 73141
(405) 605-6111

SEEK SAFETY FROM DOMESTIC VIOLENCE
RESOURCES ARE AVAILABLE

☎ You can call 911, if you or your children are in immediate danger
☎ You can call the DVIS 24-hour Crisis & Information line to talk to a trained professional
☎ You can obtain services, such as emergency shelter, safety planning and counseling from DVIS and Family Safety Center
☎ You can apply for a protective order

CALL 918.743.5763
TEXT 833.338.5763

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COLLEGE RESOURCES

THERE ARE MANY SCHOLARSHIPS AVAILABLE FOR LGBTQ+ STUDENTS, BOTH LOCALLY AND NATIONALLY. MAKE SURE YOUR STUDENTS KNOW WHAT OPPORTUNITIES ARE AVAILABLE TO THEM!

OUT FOR TCC

Out for TCC is the first and only recruitment event for LGBTQIA2S+ students in the state of Oklahoma. The event is held every year on National Coming Out Day (October 11th) and invites high school LGBTQ+ clubs and organizations to learn about LGBTQ+ history, TCC academic programs, community resources, to tour the TCC campus, and more. Since its initial program in 2016, over 200 students have participated in the event.

Out for TCC is put on by Tulsa Community College’s Office of Admission and Prospective Student Services with sponsorship from OKEQ.

Admission@tulsacc.edu
918-595-8000

DID YOU KNOW?

ALL OF THESE OKLAHOMA SCHOOLS OFFER LGBTQ+ SPECIFIC SCHOLARSHIPS!

LEARN ABOUT NATIONAL LGBTQ+ SCHOLARSHIPS
COMMUNITY RESOURCES
TELL YOUR STUDENTS ABOUT THESE
AWESOME OPPORTUNITIES!

THE ORBIT INITIATIVE
Working with community partners, the Orbit Initiative invites community members to join the creation of ambitious works of participatory theater.

JEREMY STEVENS
DIRECTOR OF COMMUNITY ENGAGEMENT
918-596-7119
JSTEVENS@TULSAPAC.COM

TULSA CITY COUNTY LIBRARY
The Tulsa City County Library has so many options for youth of all ages available all across Tulsa county. For teens, they offer monthly events and groups including anime and manga clubs, creative writing groups, and more. Don’t forget to check out their offerings on apps like hoopla and libby! Getting a library card is easy and free.

LEAH WEYAND
TEEN SERVICES COORDINATOR
918-549-7490
LEAH.WEYAND@TULSALIBRARY.ORG

TULSA CHANGEMAKERS
Our afterschool program is a semester-long, 25-session youth leadership development and action program that empowers elementary, middle, and high school students to make meaningful change in their schools and communities.

ANDREW SPECTOR
CO-FOUNDER AND PROGRAM DIRECTOR
ANDREW@LEADERSHRIPTULSA.ORG
TULSA PFLAG
WWW.TULSAPFLAG.ORG
918-998-9515

CAMP FIRE GREEN COUNTRY
WWW.TULSACAMPFIRE.ORG
918-592-2267
706 S BOSTON AVE
TULSA, OK 74119

YOUTH SERVICES OF TULSA
WWW.YST.ORG
918-582-0061
311 S MADISON AVE
TULSA, OK 74120

OKLAHOMANS FOR EQUALITY
WWW.OKEQ.ORG
918-743-4297
621 E 4TH ST
PRIDE STREET
TULSA, OK 74120