

MyGSA.ca

Equity and Inclusive Education Resource Kit
for Newfoundland and Labrador, Grades 7-12



A MESSAGE FROM
HONOURABLE CLYDE JACKMAN
MINISTER OF EDUCATION



The Department of Education is pleased to offer the Newfoundland and Labrador Equity and Inclusive Education Resource Kit for Grades 7-12, My GSA. As part of our Safe and Caring Schools initiative, this teacher resource will be provided to all schools in the province offering Grades 7-12.

Bullying and harassment of any individual, for any reason, is unacceptable. Our Safe and Caring Schools initiative recognizes that all students should be valued and respected for who they are, regardless of economic status, race, colour, national or ethnic origin, language group, religion, gender, age, ability, sexual orientation or gender identity. This resource will

focus on issues around sexual orientation and gender identity, and protecting a population which we know is among the most vulnerable to bullying in our schools, and in our communities.

Information has been drawn from different organizations across the world. Egale Canada, the country's lesbian, gay, bisexual and trans human rights organization, has researched and compiled some of the best resources available on this topic. This research is helping the Government of Newfoundland and Labrador support schools to develop and maintain inclusive learning environments that are accepting of all community members, regardless of their sexual orientation or gender identity.

Our work has just begun. The information in this resource will serve as a guide and a call to action, as we continue to ensure that our schools are safe learning environments for everyone.

MESSAGE FROM EGALE CANADA

**THANKS FOR READING THIS EQUITY AND INCLUSIVE EDUCATION
RESOURCE KIT FOR NEWFOUNDLAND AND LABRADOR, GRADES 7-12!**



Through our Safe Schools Campaign, Egale is committed to supporting LGBTQ youth, youth perceived as LGBTQ, youth with LGBTQ parents, other family members, and friends as well as educators, librarians, guidance counsellors, education support workers, parents, and administrators and to helping make Canadian schools safer and more inclusive, respectful, and welcoming learning and working environments for all members of school communities.

The Safe Schools Campaign features resources for facilitating change in Canadian learning environments. In addition to this Equity and Inclusive Education Resource Kit, we have also launched the national LGBTQ safer schools and inclusive education website, *MyGSA.ca*. Additionally, Egale has an anti-heterosexism, anti-homophobia, anti-biphobia, anti-transphobia, and intersectionality workshop series. If you have questions about any of these initiatives, or if you would like to get involved or to book a workshop for your school or school board, please contact us at *mygsa@egale.ca* or 1.888.204.7777 (toll-free).

In addition to the brief overview of significant terms and concepts you'll find in this introduction, there is a much lengthier section devoted to definitions further on as well as a section on role models and symbols. All of this information should be helpful when planning events, assemblies, and projects in conjunction with the significant dates on the Queer Calendar. The Gay-Straight Alliance (GSA) Guide provides strategies for starting and maintaining student groups interested in addressing LGBTQ matters.



Egale Canada is Canada's lesbian, gay, bisexual, trans, Two-Spirited, queer, and questioning (LGBTQ) human rights organization: advancing equality, diversity, education, and justice.



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Introduction

- Getting Started
- What Does LGBTQ Mean?
- What Is a GSA?
- What Is Intersectionality?
- What Does Two-Spirit Mean?
- Awards, Scholarships, Bursaries



GSA Guide

- Assess Your School's Environment
- Follow All School and School District Policies and Guidelines
- Find a School Staff Advisor/Sponsor
- Inform Guidance Counsellors, Social Workers, Librarians, and Other Resource People
- Find a Meeting Place
- Establish a Plan and Guidelines
- Advertise Your Group
- Provide Incentives
- Activities



Questions & Answers about LGBTQ Human Rights Legislation and Policy in Newfoundland and Labrador



Role Models & Symbols



Information and Resources for Educators

- Did You Know...?
- What Can You Do to Help Make Newfoundland and Labrador's Schools Safer and More Inclusive Spaces?
- An Educator's Guide to Surviving Anti-LGBTQ Harassment
- Suggested Curricular Activities for Classes and Schools
- How to Handle Harassment in the Hallway in 3 Minutes or Less!
- 9 Reasons Communities Should Support Anti-Homophobia and Anti-Transphobia Education
- Human Rights
- Ma Vie en Rose Lesson Plan
- Pyramid of Hate Lesson Plan
- NLTA Gender Identity and Sexual Orientation Policy
- Newfoundland and Labrador Department of Education Safe & Caring Schools Policy



Resources for Guidance Counsellors

- LGBT Youth Suicide Prevention Guide
- Debunking Myths
- Issues Faced by GLBTQ Families
- LGBTQ Youth Programs
- Policies
- Taking Action to Create Trans-Positive Schools
- Recommendations for Professionals Working with LGBTQ Youth
- Summary of Suggestions from Kids of LGBTQ Parents about What Helps at School



Information for Administrators & Executive Summary of Egale's Final Report on the First National School Climate Survey: *Every Class in Every School*

- Making Schools Safer and More Inclusive Spaces in Newfoundland and Labrador
- Did You Know...?
- From Questions and Answers about LGBTQ Human Rights Legislation and Policy in Newfoundland and Labrador
- Weighing Gay-Straight Alliances (GSAs) Against Generic Human Rights Clubs
- Responses to Egale Canada's First National School Climate Survey
- Safe Schools Quiz
- Executive Summary of *Every Class in Every School: Final Report on the First National Climate Survey on Homophobia, Biphobia and Transphobia in Canadian Schools*



Terms & Concepts



LGBTQ and LGBTQ-Friendly Organizations, Programmes, and Resources: Provincial & National

- Provincial Resources
- Resources in St. John's
- Resources in Corner Brook
- Resources in Grand Falls-Windsor
- Resources in Labrador
- National LGBTQ and LGBTQ-Friendly Organizations, Programmes and Resources



RESOURCES

FOUND IN THE CORRESPONDING COLOUR-CODED SECTION OF THIS KIT



School Climate Questions & School Climate Outlines



9 Reasons Why the Entire Community Needs to be Involved in Anti-Homophobia and Anti-Transphobia Education



Answering Adults' Concerns



Becoming an Ally



Selections from a Proposal for the Establishment of a Gay-Straight Alliance (GSA)



How to Run a GSA Meeting—Meeting Formats and Ideas



Sample Safe Space Protocol



Icebreakers



Sample School Board Policies



Heterosexual Questionnaire



Unpacking the Invisible Knapsack II—Sexual Orientation



13 Recommended LGBTQ Books for Young Adults



A Sociometry of Oppressions



Rainbow Curriculum



Similarities and Differences: Racism, Sexism, and Homophobia



Power Triangle Activity & Circles of Ourselves



