

Creating a Welcoming and Inclusive Environment for Children of LGBTQ Families

The real key to success is in building healthy and effective collaborations with LGBTQ (lesbian, gay, bisexual, transgender, queer) families, and cisgender & straight parents, teachers, and school administrators.

Student/Family Interactions

- Learn what children call each parent/caregiver; use that language when referring to their families
- Learn how families talk about their family structure, including how it was formed
- Never “out” a student as having an LGBTQ parent or parents unless they share this themselves

Implement LGBTQ Inclusive Curriculum

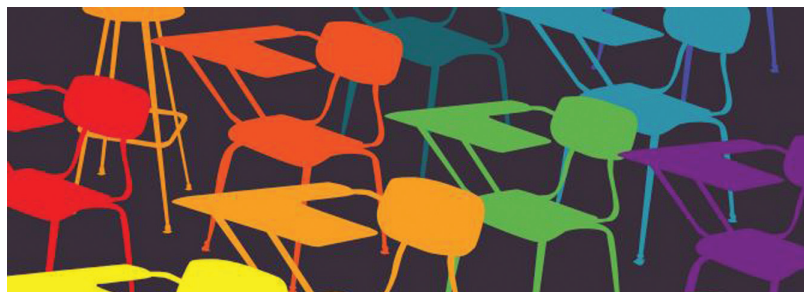
- Address family diversity, gender roles, stereotyping, & bullying with the Welcoming Schools Guide/other resources
- Have staff development training, providing tools to teach curriculum and answer questions
- Include after school staff in trainings
- Include a special unit to directly address bias, stereotyping and bullying against LGBTQ people
- View “What Can We Do? Bias, Bullying, and Bystanders,” a film geared towards using welcoming and inclusive curriculum for a diversity of identities (www.welcomingschools.org)
- Conduct a student survey on bullying and teasing to get a sense of what kids see, hear and feel
- Incorporate LGBTQ content into school climate work

Include LGBTQ People and Families in General Curriculum

- Have representational materials in the classroom and common areas: posters, books, etc.
- Include LGBTQ families in storytelling, imaginary play, etc.
- Include appropriate examples of diverse family structures (e.g. 2 moms, grandparents, single dad, adopted, etc.) in classroom examples, math word problems, etc.
- Include LGBTQ identities when teaching about historic figures
- Create activities such as “Family Day” (instead of Mothers/Fathers Day), that are more inclusive for children with LGBTQ parents, single parents, or guardians (e.g. being raised by grandparents/foster care)

School and District Policy

- Make school forms inclusive with gender neutral language: “parent/guardian” instead of “mother/father”
- Send letters home to “families” instead of “mother/father”
- Develop a robust anti-bias/anti-bullying policy that is a part of the school culture, specifically naming sexual orientation, gender expression, and gender identity as protected groups
- Ensure district has procedures in place to address complaints of harassment/bullying should they occur
- Ensure parents and students are aware of procedures for addressing complaints of harassment/bullying



For more information or to host a training session at your school or agency, please e-mail education@ourfamily.org or call 415-981-1960