

STAND UP

Against LGBTI+ Bullying

Resource Pack

- Cross-Curricular Activities
- LGBTI+ Terminology
- Supporting Trans Students
- Online Bullying



Stand Up Awareness Week

12-16 November 2018

Supporting Lesbian, Gay, Bisexual &
Trans Young People in Ireland



WELCOME,

Stand Up Awareness Week is a time for your school to take a stand against LGBTI+* related bullying.

Stand Up Awareness Week helps to protect LGBTI+ students from bullying and empowers students to support their LGBTI+ friends. Unfortunately, bullying of LGBTI+ students is widespread, and it has devastating effects on mental health.

In this Resource Pack you will find information so that you can learn how to support LGBTI+ students including tips, terminology and advice. We have included extra pages of activity ideas and cross-curricular classroom exercises to implement Stand Up Awareness Week across the whole school. We share with you how lots of schools have found simple and creative ways to mark Stand Up Awareness Week and create a positive, inclusive atmosphere in their school.

The National LGBTI+ Youth Strategy, published by the Department of Children and Youth Affairs earlier this year sets out to create a more supportive and inclusive environment for LGBTI+ young people in formal education by 2020. By participating in Stand Up Awareness Week, your school is taking a step towards creating a safer, supportive and inclusive environment for LGBTI+ students.

Thank you for joining us as we work to create a supportive school experience for all of our young people.

Carol-Anne

Carol-Anne O'Brien

Director of Advocacy, BeLonG To Youth Services



SUPPORTING LGBTI+ MENTAL HEALTH

Growing up LGBTI+ doesn't need to be lonely and challenging, yet not being accepted for who you are can have serious impacts on the mental health of young people. Anxiety, depression and isolation are everyday realities for many LGBTI+ young people.

“YOUNG PEOPLE ARE DESENSITISED TO HOMOPHOBIA AND BULLYING - IT'S OK THAT I THINK ABOUT ENDING MY LIFE TWICE A DAY - I'M GAY.”

LGBTI+ Young People Experience ...*



As an individual there are many things you can do to promote the mental health and wellbeing of young LGBTI+ people in your school. Some of these actions may be small, but they can have a big impact on their lives. For someone that is LGBTI+, knowing someone is an ally and LGBTI+ friendly, goes a long way to feel at ease with being open about who they are and reaching out for support when they need it.

As a school, you could review your policies and procedures and ensure that they are LGBTI+ friendly. According to the Department of Education's Anti-Bullying Procedures, homophobic and transphobic bullying must be named in your school's Anti Bullying Policy.

70%

Of LGBTI+ students don't feel safe at school.**

67%

Of students witnessed bullying of LGBTI+ students at school.

*LGBTIreland Report, 2016

**GCN and BeLong To Youth Services Survey, 2017

LGBTI+ LINGO

A simple, yet effective way of showing support and being an ally is to use LGBTI+ related terms accurately and respectfully at school.

The best way to ensure that you are using the proper terms when referring to an individual is to ask them what they prefer. Talk to your students about the terms below so that they have an understanding of them. Before doing so, ask yourself which terms are you most comfortable using? Are there any terms you are uncomfortable using? You might like to reflect on why that is.

LGBTI+: Lesbian, Gay, Bisexual, Trans+ and Intersex people.

Sexual orientation: Sexual and romantic attraction.

Bisexual: Someone who is attracted to more than one gender e.g. both men and women.

Gay: Someone who is mainly attracted to people of the same gender.

Lesbian: A woman who is mainly attracted to other women.

Heterosexual: Someone who is attracted to people of a different gender.

Pansexual: Someone who could be attracted to any person, regardless of their gender.

Queer: Some people use this term as an alternative to LGBT+. They may see identifies as fluid rather than binary. This term isn't embraced by all LGBT+ people, so best use it about yourself rather than others.



IF YOU AREN'T SURE WHAT PRONOUN SOMEONE USES, JUST ASK!

Gender identity: Our deeply felt internal experience of our own gender.

Gender expression: How we show our gender through our clothing, hair, behaviour, etc.

Cisgender: Someone who is not transgender or non-binary.

Transgender, or Trans: People whose gender identity differs from the sex they were given at birth. Trans+ includes non-binary people.

Non-binary: People whose gender identity is not exclusively male or female. Some non-binary people use they/them pronouns.

Intersex: People who are born with variations in their sexual anatomy or their hormonal patterns, which are not seen as fitting in with typical male or female bodies.

LGBTI+ bullying: Bullying based on prejudice or discrimination towards LGBTI+ people.

Ally: Someone who is a friend, advocate, and/or activist for LGBTI people.

END LGBTI+ BULLYING - BE KIND ONLINE

For LGBTI+ young people, who experience disproportionate level of bullying at school, the internet offers both benefits and risks. It serves as a space for community, connection, and information about being LGBTI+, and unfortunately, can also serve as a space where young people experience intolerance and prejudice.

Together we can tackle online bullying by taking steps to make sure that your students have the confidence to speak up about negative things we see online and feel empowered to use the internet in a positive way.

We teamed up with Facebook to create a resource to tackle LGBTI+ bullying online with tips, information and positive steps to make a difference online. Here is snapshot of content from the pack, which you can download for free from www.belongto.org

LEARN MORE

Download the resource 'End Bullying - Be Kind Online'
www.belongto.org

How Can Students Make a Positive Difference Online?

Hear it, Stop It, Don't Be a Bystander

Stand up for others if you see them being targeted online, don't be a bystander – support your friends, demonstrate that you're by their side.



Keep It Positive

If you think a photo is nice, make sure to 'like' it, or leave a supportive comment or emoji if you like an article your friend has shared. Diffuse negative posts with positive language or images or humour. Why not post or share messages of support for LGBTI+ friends, organisations and causes too?



Think Twice

Think twice before posting and consider how your own behaviour might harm others, even if unintentionally. Before you post a comment or a photo, be mindful and ask yourself if it could embarrass or hurt someone. If in doubt, don't post it - be kind.



SCHOOL ACTIVITIES

LGBTI+ Terminology

Download the LGBTI+ Lingo Worksheet available at www.belongto.org and ask students to match terms with the corresponding definition.

Be Visible

Display the Stand Up Posters on prominent noticeboards in your school to create a welcoming and diverse school environment, especially for LGBTI+ students.

Fly the Flag

Do you have a flag pole at your school? If so, consider flying the LGBTI+ rainbow flag for Stand Up Awareness Week or the entire school year. This flag is a symbol of LGBTI+ pride and was created by an artist and activist called Gilbert Baker back in 1978. The flag is flown horizontally, with the red stripe on top.

Include Same-Sex Couples

Whenever possible, include examples of diverse families, including same-sex couples and LGBTI+ parents, whenever referencing families in the classroom.

Dress to Impress

Last year, teachers in many schools showed solidarity with their LGBTI+ students by each dressing up as a colour of the rainbow flag. Such a small gesture can be incredibly meaningful in creating an inclusive atmosphere.

Raise Funds

BeLonG To is a non-profit providing life-saving support services for LGBTI+ young people. There are lots of great ways for your school to raise funds to support our services including a no-uniform day or a rainbow inspired bake sale.

Challenge Stereotypes

Ask students to finish the following sentences and challenge internalised homophobia they may have. Ask students to give feedback and share how they felt during this exercise:

- If a close friend of mine who I assumed was straight told me (s)he was gay, I would feel...
- As a parent, if I learned my child was lesbian or gay, I would...
- When I think about children who are being raised by lesbian or gay couples, I feel...

Get Creative

Check out the creative ideas developed by other schools in these photos and expand these to include the other flags in the Stand Up Posters: the Trans Flag (pale blue, white and pale pink) and the Bisexual Flag (deep pink, purple and deep blue.)



CONNECTING TO THE CURRICULUM



One way of creating a more inclusive school environment is to incorporate LGBTI+ related content across the curriculum.

Reflect on your own lesson plans – are there steps you can take to make your lessons more LGBTI+ inclusive? Here are some suggestions of cross-curricular LGBTI+ inclusive activities across a range of subjects.

English

Have your students give a presentation on a person who identifies as LGBTI+ in politics, sports, the media, or an area of interest the young person has. Ask them to give a presentation on the person and all the things that make up who they are. Open a discussion highlighting that being LGBTI+ is only one part of what a person is, and that we should not define people by sexual orientation, but see all the different parts that make them a person.

SPHE

BeLonG To worked with The Department of Education and Skills to write the RSE resource 'Growing Up Gay'. Show the video that comes with the pack and then practice the skill of assertive communication with your students. Read these points out and ask the students to identify how they would behave in each situation, giving reasons for their answer. Here are some suggested situations:

- In class, you hear a classmate say 'that's so gay' about a homework exercise.
- You see students writing homophobic graffiti on someone's locker.
- You see students sending each other transphobic memes.



CSPE

Have students read the Universal Declaration of Human Rights and identify rights related to sexual orientation and gender identity (Articles 1, 2 and 19). Ask students to create a poster campaign to raise awareness that LGBTI+ rights are human rights and influence change on the entire school community.

History

2018 marks the 20th anniversary of the decriminalisation of homosexuality in Ireland. With your students, explore the history of the LGBTI+ movement from the riots of Stonewall, the murder of Irish man Declan Flynn to the Gender Recognition Act 2015 and the 2018 National LGBTI+ Youth Strategy.

Business

Use examples of well-known LGBTI+ entrepreneurs and identify the characteristics and skills of these individuals. Examples include milliner Philip Treacy, country president of Sodexo Ireland Margot Slattery, and Rory O'Neill (Panti Bliss).

Geography

Visit the IGLA website (www.igla.org) and look at their maps detailing sexual orientation laws. Before doing so, ask students to predict some of the 72 countries where being LGBTI+ is a criminal offence, and some of the 47 states that recognise same-sex marriage.

UNDERSTANDING THE T IN LGBTI+

Transgender (or trans) is an umbrella term for people whose gender identity differs from the sex they were given at birth.

Transgender people may identify as male or female, or they may feel that neither label fits them. Gender identity is different from sexual orientation. Sexual orientation is about romantic or sexual attraction. Gender identity means our deep internal feelings about our own gender.

Trans young people are students in schools across Ireland. You may also have students who describe themselves as 'non-binary'; this gender identity means that they don't feel exclusively male or female.

In order to express their chosen gender, trans people may transition, or change, from the gender they were given at birth. They may change their names, pronouns or style of dress. Some transgender people also

LEARN MORE

Download information sheets on names/pronouns, school uniforms and supporting trans students from our website

www.belongto.org

WATCH ONLINE

Some of our young trans people at BeLonG To have developed a series of videos to explain what trans is, how you can be an ally, and coming out as trans. Watch these with your students:

www.youtube.com/belongto

choose a medical transition, with the help of medical specialists, who will prescribe hormones and/or surgery.

The process of gender recognition for under 18's is poised for historical reform with recommendations made as part of the Review of the Gender Recognition Act 2015. In 2017, Regina Doherty, Minister for Social Protection announced a Review of the Gender Recognition Act 2015. Recommendations made as part of the review included a simple process for legal gender recognition for children of any age with parental consent.

Once a gender recognition certificate is issued, the person's preferred gender becomes the legal gender for all purposes, including documents such as birth certificates and passports. This process would allow transgender young people to reflect their true gender in all legal documents.

CREATING A TRANS INCLUSIVE SCHOOL

With the help of trans young people in BeLoNG To, we developed suggestions for how your school can become more welcoming for trans and non-binary students.

- Be attentive and respectful around using the name and pronoun that young people choose.
Pronouns are ways people refer to themselves – often related to gender e.g. he/she. Some trans and non-binary people prefer to use they/them pronouns. Rather than assuming someone's pronouns if you are not sure, just ask!
- Offer flexibility around school uniforms (e.g. skirts or trousers) and hair length, jewellery, etc.
- Ask the young person what is needed for toilets and changing rooms – it's great to have a choice between male, female and gender-neutral options.
- Be flexible about gender inclusion in school sports and PE class.
- Develop school policies that include trans and non-binary students.
- Please don't ask about or comment (good or bad) on body changes.
- Engage all students in learning about trans issues. Show the BeLoNG To Trans Awareness Video Campaign to promote understanding and conversation.
- Respect student's confidentiality about being trans.
- If they ask for it, please support young trans people in talking to their parents.
- Invest in staff training on Trans and LGB issues, especially for the Pastoral Care Team and Guidance Counsellors.
- Challenge transphobic bullying and fully implement your school's Anti-Bullying Policy.

TALK TO US

We are here to help if you have specific questions relating to a trans or non-binary student or if you need support.

T: 01 670 6223
E: info@belongto.org

Supporting Lesbian, Gay, Bisexual & Trans Young People in Ireland



BeLonG To Youth Services is the national organisation for Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI+) young people in Ireland.

We support LGBTI+ youth groups across Ireland providing a safe, welcoming and fun space for LGBTI+ young people between 14 and 23 years. We offer life-saving support services including professional counselling, drug and alcohol outreach, and sexual health courses for young people. We also campaign to combat LGBTI+ related bullying in schools and communities offering training, information, and resources to families and professionals. Visit our website for more information about our work and services.

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We are honoured that Stand Up Awareness Week is endorsed by:



JMB
 Joint Managerial Body
 For School Management in Voluntary Secondary Schools

