

## FAQ

- ⇒ We already have a zero-tolerance bullying policy in place. Why do we need to audit our policies?
  - ◇ While having a bullying policy in place is helpful and shows administration supports safe schools, preventative programming will create an environment that prevents victimization (Sadowski, 2016).
- ⇒ Parents might complain about the curriculum including LGBTQ+ topics for our K-12 students. Is it really that important to have?
  - ◇ Yes! Research shows starting at a young age, positive representation of diverse people helps prevent bias based bullying (Fantus & Newman, 2021). It also helps students who identify as LGBTQ+ understand themselves in a positive way, and also helps non-LGBTQ+ students learn respectful language and behaviors for the real world, which happens to have LGBTQ+ people in it (Hermann-Wilmarth & Ryan, 2019)

## References

- Fantus, S., & Newman, P. A. (2021). Promoting a positive school climate for sexual and gender minority youth through a systems approach: A theory-informed qualitative study. *American Journal of Orthopsychiatry*, 91(1), 9-19.
- Hermann-Wilmarth, J. M., & Ryan, C. L. (2019). Reading and teaching the rainbow: Making elementary school classrooms LGBTQ-Inclusive. *American Educator*, 43(1), 17-21, 40.
- Sadowski, M. (2016). More than a safe space. *Educational Leadership*, 74(1), 33-36.

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# LGBTQ+ School Consulting Services



L. Sweetman, LGBTQ Consulting  
Listen, Affirm, Include  
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## Our Mission

To educate schools on LGBTQ+ issues to improve the equity, support, inclusion, and well-being of LGBTQ+ individuals already present in those spaces. It is our goal to **listen** to and advocate for them, to **affirm** all LGBTQ+ people and their diverse intersecting identities, and **include** LGBTQ+ people.

## We Hear You

Many schools lack queer inclusive language, spaces, and understanding of LGBTQIA+ issues and history. This impacts LGBTQ+ students. Statistics show this minority population has a higher risk of bullying, harassment, and suicide (Sadowski, 2016). We are here to help change that.

## Workshops

Through the combination of education and an affirming environment, an affirming and safe space for LGBTQ+ students and faculty would be created (Fantus & Newman, 2021).

Workshops can range from the teaching the basic overview of LGBTQ+ terminology, types of orientations and identities, and debunking myths or misinformation to how best to create an affirming classroom atmosphere.

### Example popular workshops:

- Introduction to the Rainbow
- Sex, Sexuality and Gender: Breaking Down the Differences
- Parent Seminar: Understanding the LGBTQ+ child's identity development and resources for the family
- Curriculum Audit: How to adapt your current program to be more affirming and inclusive

## Consulting

When diversity and inclusivity is affirmed and celebrated through a school systems wide approach, it can create a space that is welcoming to diverse identities and it can mirror the larger world. After all, one goal of school system is to prepare its students for the diverse world outside of school (Fantus & Newman, 2021; Hermann-Wilmarth, & Ryan, 2019).

Our consulting services will provide an action plan specifically meant for your school's surveyed needs. An audit of policies, language use, hiring processes, available support and safe spaces for minority students, and resources is taken.

Additionally curriculum, faculty knowledge, anti-bias and anti-racist programs, and environmental spaces will all be considered in the full-packaged consultation. Call or email us to discuss what package best suits your needs.

