



### **About GLSEN:**

GLSEN was founded by a group of teachers in 1990. We knew that educators play key roles in creating affirming learning environments for LGBTQ+ youth and were inspired to create a movement that creates safe, inclusive and affirming classrooms. We believe in activating supportive educators, centering and uplifting student-led movements and working to advance racial, gender and disability justice in K-12 education.

### **Mission**

GLSEN works to **ensure that LGBTQ students are able to learn and grow in a school environment free from bullying and harassment.** Together we can transform our nation's schools into the safe and affirming environment all youth deserve.

For more information about GLSEN, visit [www.glsen.org](http://www.glsen.org).

### **GLSEN Training Approach**

Our training seeks to present concepts, language, analysis, and then focus on frameworks, tools and application in order to support training participants in bringing key ideas into their daily work. We understand that change happens when educators have the

- Motivation
- Knowledge
- Confidence
- Frameworks/tools
- Skills

To create inclusive spaces for LGBTQ+ students. To that end, our training is centered around GLSEN research proven four core supports: Comprehensive Policies, Supportive Educators, Inclusive Curriculum, Student-led Groups. The Intentional Inclusion training is designed to equip individuals across the education system to be supportive and successful in building safe and affirming learning environments and school communities for LGBTQ+ students.

Participants in our training can expect to leave with the following components:

### **Build Shared Understanding/analysis/ language**

- Knowledge (including “rights”)
- Increasing proficiency

## **Normalize**

- Explicit conversations about LGBTQ+ identities
- Focus on real time strategies

## **Practice**

- Techniques and frameworks proven to increase LGBTQ+ inclusion
- Skills attained during the training while building confidence and comfort to act

## **Action**

- Making a commitment to advance intentional inclusion.
- Resources to support educators along the way.

Our training modules intersperse presentation, education, discussion and dialogue, application, and when needed, embodied movement and reflection activities. All GLSEN trainers are adept in creating interactive, engaged learning experiences with opportunities for small group discussion and integration into daily work.

## **Training Overview:**

Our *Intentional Inclusion* training series supports participants' understanding of core concepts, shared language, and best practices around Intentional and intersectional inclusion for LGBTQ+ students.

During our time together, participants will:

- Create shared language & analysis of LGBTQ+ issues
- Increase skill and confidence to support and advocate for LGBTQ+ students
- Practice intentional LGBTQ+ inclusion in the classroom and school environment.
- Understand how to access additional resources to continue learning

Our full day Intentional Inclusion training includes the following modules:

## **Module 1: Foundations: Shared Language and Analysis for LGBTQ+ Inclusion**

### **Key Takeaways**

- Language is constantly evolving - it's our responsibility as educators to listen to our students to understand their identities
- Everyone holds multiple identities. For each identity, you can be closer to the mainstream or the margins.
- Mainstream and margin dynamics help predict who is closer to the center of power, and who is likely to experience exclusion.
- Intentional inclusion creates conditions that bring everyone closer to the center, allowing for full and authentic participation, especially for students with multiple marginalized identities.

## **Module 2: Eliminating Exclusion of LGBTQ+ People at School**

### **Key Takeaways**

- Systems of oppression include racism, sexism, and ableism.
- Systems of oppression function at multiple dimensions, including the internalized, interpersonal, institutional, and systemic.
- To eliminate exclusion of LGBTQ+ students, especially LGBTQ+ students with multiple marginalized identities, inclusive solutions need to function at the individual, interpersonal, institutional, and systemic levels.
- Eliminating the exclusion of LGBTQ+ people at school isn't just important for the safety and development of our community members: it's the law.

## **Module 3: Proven Practices for LGBTQ+ Inclusion**

### **Key Takeaways**

- Part of building intentional inclusion at school is having direct conversations, with both young people and adults, about the need to eliminate the exclusion, and advance the inclusion, of LGBTQ+ people at school.
- Affirming shared values/intentions and naming harmful or exclusionary practices or language are important elements to successful direct conversations about LGBTQ+ inclusion.
- Decades of research on school climate demonstrates that four key school supports are instrumental for a school to be a supportive environment for LGBTQ+ students: supportive educators, comprehensive policies, inclusive curriculum, and student GSAs.
- Every educator has the power to make their school more inclusive for LGBTQ+ youth.

## **Module 4: Embedding Equity: Action Planning for LGBTQ+ Inclusion**

### **Key Takeaways**

- Intentional Inclusion requires
  - Commitment
  - Practice
  - Resources
- Everyone can meaningfully contribute to creating inclusive spaces for LGBTQ+ youth

*All Intentional Inclusion modules are intersectionality forward with an emphasis on advancing racial, gender and disability justice.*