



CREATING AN AFFIRMING ENVIRONMENT IN YOUR SCHOOL

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**ADOLESCENT
HEALTH INITIATIVE**

OBJECTIVES

- Understand rationale for providing LGBTQ+ safe spaces
- Learn practical steps to collaborating with school to create an LGBTQ+ welcoming environment in your school
- Connecting LGBTQ+ youth to your health center

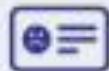
GLSEN NATIONAL SCHOOL CLIMATE SURVEY

Transgender and gender nonconforming (trans/GNC) youth are experiencing **extremely hostile climates in US schools.**

83.7% of transgender & 69.9% of gender nonconforming students were bullied/harassed at school because of gender.

Over 4 in 10

trans/GNC students face gender-related discrimination at school, including:



42.1% of trans/GNC students have been prevented from using their preferred name or pronoun.



46.5% of trans/GNC students have been required to use the incorrect bathroom.

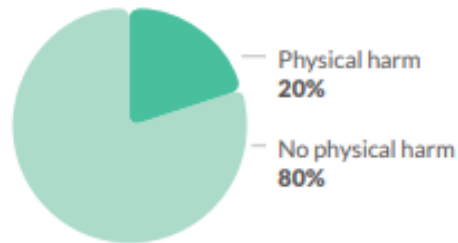
2017 National School Climate Survey
Learn more at [glSEN.org/nscs](https://www.glsen.org/nscs)

GLSEN

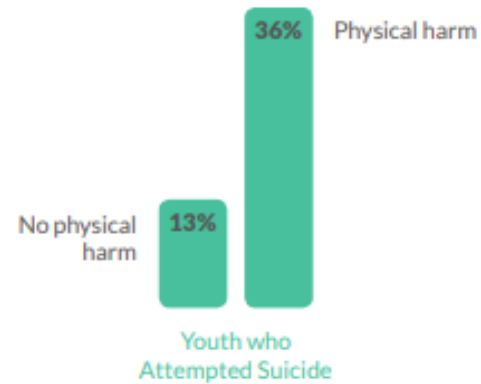
TREVOR PROJECT NATIONAL SURVEY

78% of transgender and non-binary youth reported being the subject of discrimination due to their gender identity and **70% of LGBTQ youth** reported discrimination due to their sexual orientation.

LGBTQ youth who experienced physical harm due to either their sexual orientation or gender identity:



Youth who attempted suicide, comparison of those who experienced physical harm with those who had not:



TREVOR PROJECT NATIONAL SURVEY- CONTINUED

39% of LGBTQ respondents

seriously considered attempting suicide in the past twelve months.

More than half of transgender and non-binary youth have seriously considered suicide.

71% of respondents reported feeling sad or hopeless for at least two weeks in the past year

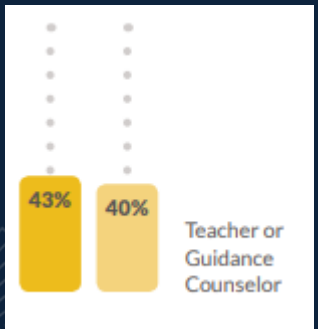
- **Over 18% of LGBTQ respondents** attempted suicide in the past twelve months
- **29% of transgender and non-binary youth respondents** have attempted suicide
- **76% of the sample** felt that recent politics impacted their mental health or sense of self
- **47% of the sample** received psychological or emotional counseling from a mental health professional

TREVOR PROJECT NATIONAL SURVEY-CONTINUED


Less than half of LGBTQ respondents were out to an adult at school.

With whom do LGBTQ youth share their ● *sexual orientation* and ● *gender identity*?

- Offer to teach a lesson on a health-related topic if that would be helpful for a teacher. What would this be?- Ask Jenni for idea



WHAT CAN WE DO AS SBHC STAFF?


- **Make SBHC a welcoming and affirming place for LGBTQ+ students**
 - **Work with school to 1) make school a more welcoming and affirming place 2) work with school to connect young people to your SBHC**
- 

WHAT CAN WE DO AS SBHC STAFF?

- **Make SBHC a welcoming and affirming place for LGBTQ+ students**
- **Work with school to 1) make school a more welcoming and affirming place 2) work with school to connect young people to SBHC**

WHAT CAN WE DO AS SBHC STAFF?

What are some ways you have worked with school to:

- 1) make school a more welcoming and affirming place
 - 2) connect young people to SBHC
- 

WHAT CAN WE DO AS SBHC STAFF?

What have been some challenges to:

- 1) making your school a more welcoming and affirming place
- 2) connecting young people to your SBHC
- 3) What are some ways well-meaning adults could cause harm when approaching this work?

STRATEGIES


Participate in
school events and
initiatives

Provide active
teacher and staff
support

Establish and
maintain close
relationship with
school admin

Have youth
ambassadors to
foster connections

PARTICIPATE IN SCHOOL EVENTS AND INITIATIVES

- ✓ Immerse yourself in the school
 - ✓ Attend school events such as parent/teacher nights, fundraisers, open houses, school board meetings, athletic events, and other extracurricular events
 - ✓ Promote school events through the SBHC's bulletin board, website, social media, etc.
 - ✓ Coordinate SBHC enrollment with school and sports enrollment to increase students with consent to be seen in health center
- 

✓ IMMERSE YOURSELF IN THE SCHOOL



✓ ATTEND SCHOOL EVENTS



✓ PROMOTE LGBTQ+ SCHOOL EVENTS AND CLUBS



<https://www.glsen.org/blog/3-ways-your-gsa-can-make-your-school-more-lgbtq-inclusive>

✓ COORDINATE SBHC ENROLLMENT WITH OTHER SCHOOL ENROLLMENTS



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ADDITIONAL IDEAS?

PROVIDE ACTIVE TEACHER AND STAFF SUPPORT

- ✓ Provide teachers and staff with an orientation to your SBHC
- ✓ Offer professional development opportunities that might benefit them
- ✓ Have a presence at school meetings and events
- ✓ Build relationships with teachers and staff
- ✓ Ask for feedback



✓ **PROVIDE AN ANNUAL TEACHER AND STAFF ORIENTATION TO YOUR SBHC**



✓ OFFER PROFESSIONAL DEVELOPMENT OPPORTUNITIES TO TEACHERS AND STAFF



School Referrals

Identify and discuss the roles that school staff can play in facilitating access to health services for students.

[Click to Access](#)



Being an Askable Adult

Discuss strategies adults can use to help youth feel comfortable asking for support and refer them to services like health care or mental health.

[Click to Access](#)

✓ OFFER PROFESSIONAL DEVELOPMENT OPPORTUNITIES TO TEACHERS AND STAFF

GLSEN[®]

ALLYSHIP IN ACTION



OVERVIEW

Facilitating an Allyship in Action training is a great way to encourage people to take action and make schools safer for LGBTQ students. Use this guide to help you facilitate your own training to engage participants in activities that will get them thinking critically about further actions they can take as allies.

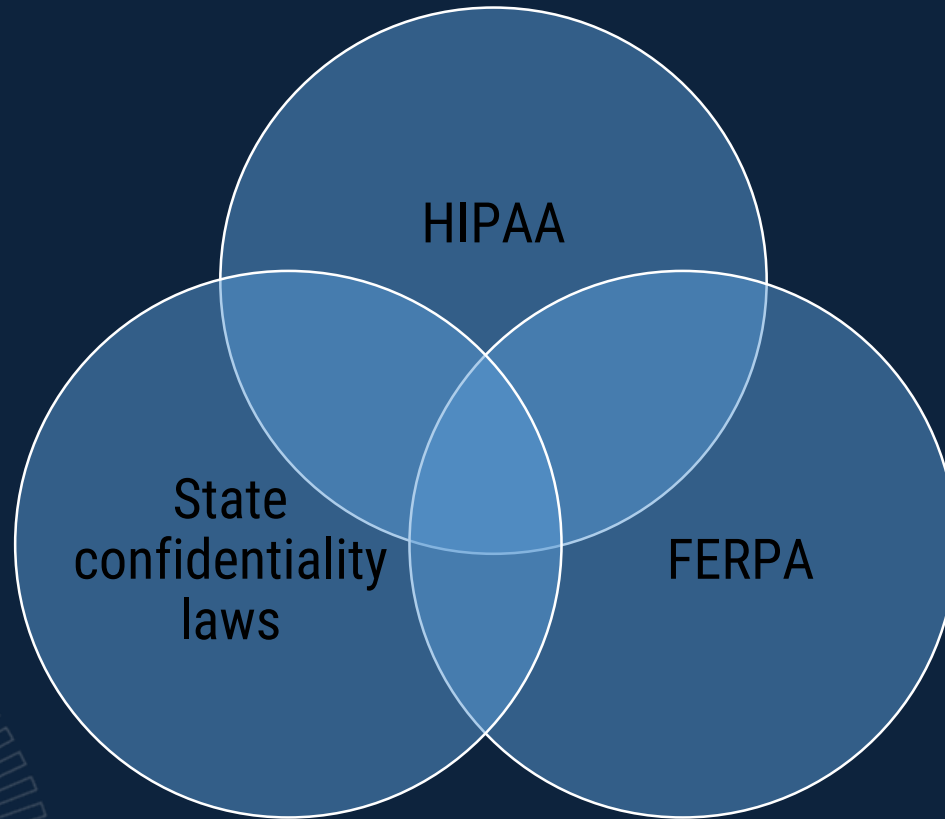
**DUDE
ESQUE**

OBJECTIVES

To provide understanding about what allyship in action is.
To increase the belief of why allyship is important.
To encourage effective allyship in action in schools.

<https://www.glsen.org/educate/resources/curriculum>

✓ **OFFER PROFESSIONAL DEVELOPMENT OPPORTUNITIES TO TEACHERS AND STAFF**



✓ HAVE A PRESENCE AT SCHOOL MEETINGS AND EVENTS



✓ BUILD RELATIONSHIPS WITH TEACHERS AND STAFF



✓ ASK FOR FEEDBACK



PROVIDE ACTIVE TEACHER AND STAFF SUPPORT

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ADDITIONAL IDEAS?



ESTABLISH AND MAINTAIN CLOSE RELATIONSHIPS WITH SCHOOL ADMINS

- ✓ Set up meetings with school administrators



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ADDITIONAL IDEAS?



HAVE YOUTH AMBASSADORS TO FOSTER CONNECTIONS

- ✓ Establish and maintain a YAC and be intentional about diverse representation
 - ✓ Create opportunities for your YAC to present health education in classrooms, assemblies, and lunch events
 - ✓ Work with YAC to make more affirming physical space
 - ✓ Encourage YAC to create PSA campaign relevant to health needs of school
 - ✓ Have YAC present perspective at admin or staff meetings
- 

✓ ESTABLISH AND MAINTAIN A DIVERSE YAC

CREATING & SUSTAINING A THRIVING YOUTH ADVISORY COUNCIL



<https://www.umhs-adolescenthealth.org/improving-care/health-center-materials/>

✓ ESTABLISH AND MAINTAIN A DIVERSE YAC



**SCHOOL-BASED
HEALTH ALLIANCE**
Redefining Health for Kids and Teens

[About](#) [Initiatives](#) [School Health](#) [Resources](#)

Youth Advisory Council

Bringing Student Engagement to the
Forefront of School-Based Health Care

✓ CREATE OPPORTUNITIES FOR YAC TO PRESENT AT SCHOOL



✓ WORK WITH YAC TO MAKE MORE AFFIRMING PHYSICAL SPACE



✓ WORK WITH YAC TO CREATE PSA CAMPAIGN



✓ HAVE YAC PRESENT TO SCHOOL ADMIN



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ADDITIONAL IDEAS?



WHAT CAN WE DO AS SBHC STAFF?

What are some new things you can try to:

- 1) make school a more welcoming and affirming place
 - 2) connect young people to your SBHC
- 

WHAT CAN WE DO AS SBHC STAFF?

What do you foresee as some challenges to:

1) making your school a more welcoming and affirming place

2) connecting young people to your SBHC

What can you put in to place to help you succeed?

THANK YOU!



**ADOLESCENT
HEALTH INITIATIVE**

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