

## **Quick Start Guide:**

# **LGBTQ Cultural Competencies Cultural Competencies for School Personnel**

### ***For Teachers:***

#### **General Education**

- What does each word actually mean?
- How do we educate ourselves on new language or identities?
- Sexuality education
- What laws apply?

#### **Education (Pre-service)**

- LGBTQ history; newer info, analysis
- Terminology as it evolves
- Identifying their biases and addressing them
- Intersectionality
- Gender studies
- Why some things are “normalized” and why that is wrong
  - Gay slurs
  - Color association
  - Heteronormativity
    - Shift in culture, focus on the words/terminology that are used
      - “Who is picking you up today, mommy or daddy?”.
      - Review of forms, spouse 1/spouse 2, parent 1/parent 2
- That they MUST intervene when gay slurs are used in schools and HOW to intervene
- Need to know policies and practices that are in place in their school and/or school district.

#### **Education (Continuing)**

- Terminology as it evolves
- Intersectionality as it evolves
- Negative outcomes from lack of competencies
- Changing school expectations
- Resources that support self directed education and mandated training
  - what their resources are
  - where to find them
  - affirmative action officer
  - human resources
  - GSA
  - library

***Non-teaching staff:***

Guidance counselor  
School nurse  
Substance Abuse Counselor  
Child Study Team  
Social worker  
Secretaries  
Custodians  
Security

What competencies are required? Lawful? Create a safe and inclusive school?

- Terminology as it evolves
- Intersectionality as it evolves
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  - what their resources are
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  - affirmative action officer
  - human resources
  - GSA
  - Library
  - What is inclusive behavior for a school staff
  
- Do you know school policy?
- Use of genesis/powerschool
- Clinical
- Non-clinical
- Internal docs vs legal docs

***Cultural Competencies for Administrators:***

The administrator must ensure that all of the following are indicative of a safe and affirming space for race, class, culture, language, gender identity, sexual orientation, and disability:

- Mission statement
- School culture
- Professional development
- Clubs/groups/extracurricular
- Library/media center
- Confidentiality/privacy
- Mental health issues
- Terminology and language
- Lesson plans/curriculum
- HIB
- Attendance
- Mentor programs
- Affirmative action
- Cultural sensitivity
- Trends and data collection
- Innate staff bias
- Staff needs
- Community outreach
- Hiring