OUT MAINE'S GOAL

To create more welcoming and affirming communities for Maine's diverse youth in all of their intersectional identities.

OUT MAINE'S MODEL
FOR SUPPORTING LGBTQ+ YOUTH

SAFE AND AFFIRMING SCHOOLS

A STRONG EDUCATED PROVIDER SAFETY NET

SAFE AND WELCOMING COMMUNITIES

INFORMED AND SUPPORTED PARENTS AND FAMILIES

SAFE AND AFFIRMING SCHOOLS

Creating welcoming and affirming school districts

- Strengthen policies and procedures
- Train and educate staff and students
- Support safe spaces - Gay Straight Transgender Alliances (GSTA)
- Consult with educators and administrators

SAFE AND WELCOMING COMMUNITIES
Building youth communities and connections

- Online weekly youth programming
- Support group
- Leadership retreats
- Haystack studio-learning weekend
- Rainbow Ball Weekend

A STRONG EDUCATED PROVIDER SAFETY NET

Building a strong network of informed community providers

- Regional training
- Individual organization/school training
- Online self-paced training

INFORMED AND SUPPORTED PARENTS AND FAMILIES

Supporting parents and families

- Online parent group
- Family events to connect families in communities
- One-on-one consulting

EMPOWERING YOUTH

The changes that can happen for an LGBTQ+ youth when they are:

- Supported

- Feel empowered

- Express themselves as who they really are

Click on the arrow below to continue.

EMPOWERING YOUTH

EMPOWERING YOUTH

LGBTQ+ YOUTH EXPERIENCES

LGBTQ+ youth may experience unsupportive, unwelcoming, and unsafe encounters such as:

- Exclusion from groups
- Verbal or physical harassment
- Physical assault

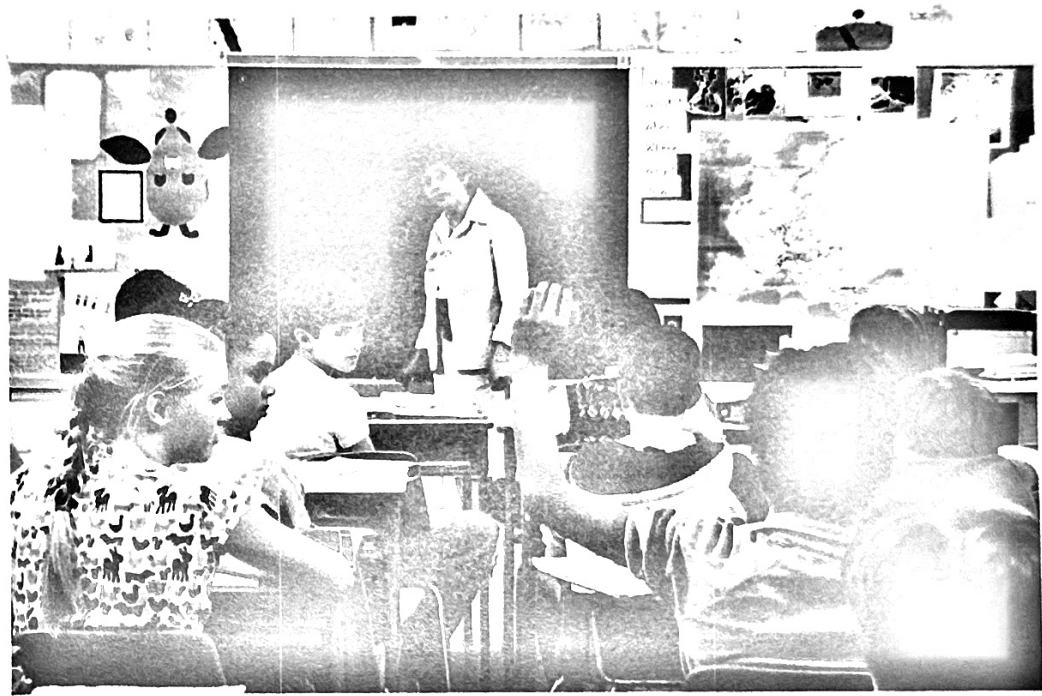# LGBTQ+ STUDENT RIGHTS AND FOUNDATIONAL PRACTICES IN SCHOOLS

LEARNING OBJECTIVES

After completing this module, you should be able to:

- Explain the importance of having welcoming and inclusive schools and classrooms.

- Describe the supportive federal and Maine laws and rights of LGBTQ+ students.

- Understand the foundational practices for supporting and protecting LGBTQ+ youth in schools based on federal and Maine state laws.

- Identify inclusive best practices your school is implementing and strategies to expand on the work you have already done

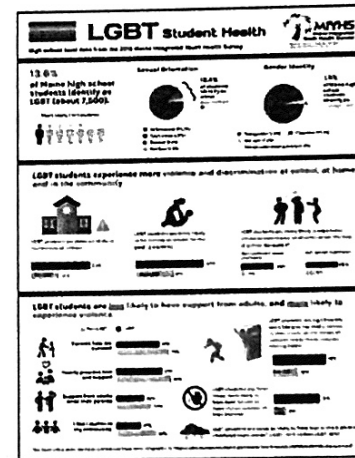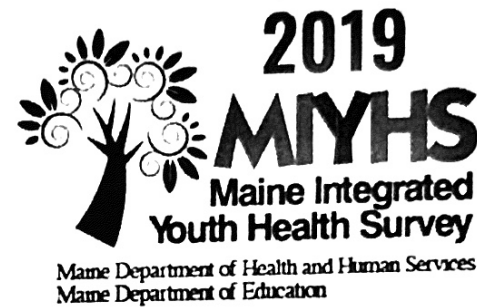# School Climate

Refers to the agreed upon:

- Norms

- Goals

- Values

- Interpersonal relationship guidelines

- Teaching and learning practices

Challenges Experienced
By LGBTQ+ Youth

As compared to their non-LGBT peers, LGBT students are

- 2 times more likely to be bullied regularly

- 3 times more likely have experienced forced sexual contact

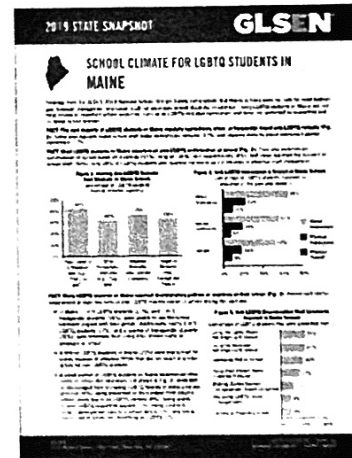- 2 times more likely to have violence or threat of violence in their home

SOURCE

Challenges Experienced
By LGBTQ+ Youth

Maine students report significant discrimination. They report being

- **8%** prevented or discouraged from playing school sports due to their gender identity

- **5%** unable to bring a same-gender date to a school dance

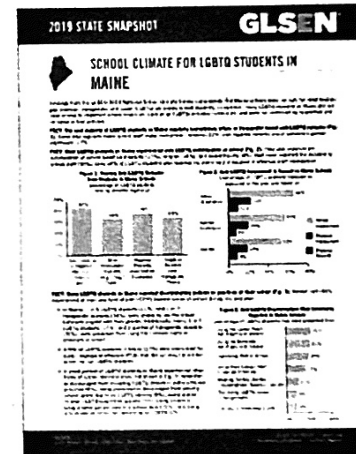- **2%** disciplined for identifying as LGBTQ+

2019
GLSEN®

SOURCE

Challenges Experienced
By LGBTQ+ Youth

Maine students report significant discrimination. They report being

- 1 in 3 (34%) were unable to use the school bathroom aligned with their gender identity

- 1 in 4 (26%) were prevented from using their chosen name or pronouns

2019
GLSEN®

SOURCE

Challenges Experienced
By LGBTQ+ Youth

Risk factors such as

- Stigma
- Victimization
- Discrimination
- Rejection

make LGBTQ+ youth vulnerable to experiencing

- anxiety
- depression
- suicidal ideation
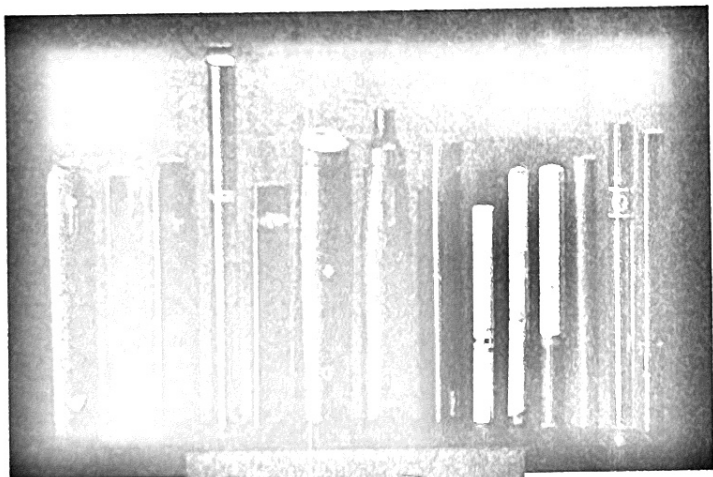
Challenges Experienced
By LGBTQ+ Youth

These challenges can lead to increased substance use as a coping strategy such as

- smoking cigarettes
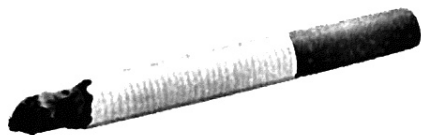
- using marijuana

- misusing prescription drugs

Challenges Experienced
By LGBTQ+ Youth

Gateway Drug

Tobacco is often the first drug of choice.

- 18% of adults smoke cigarettes
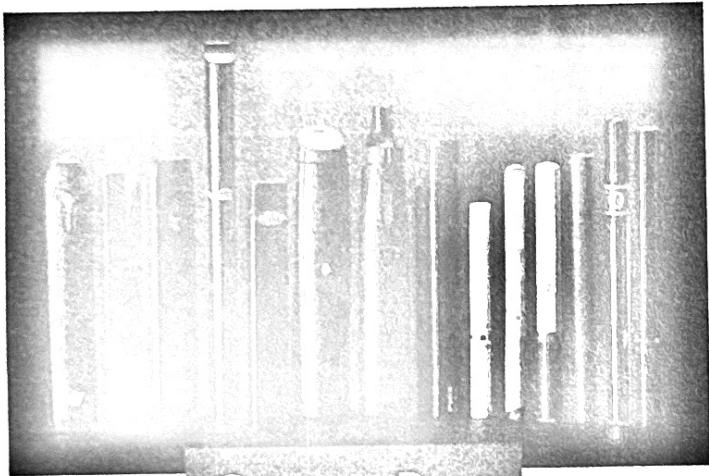- 19% of high school students smoke cigarettes

FLAVORS
H**OO**K KIDS
MAINE

More than **twice (13%)** the number of LGBT high school students smoke

VERSUS

their non-LGBT peers **(6%)**

- rate of e-cigarette use in teens doubled in 2 years
- **30%** of LGBT high school students vape
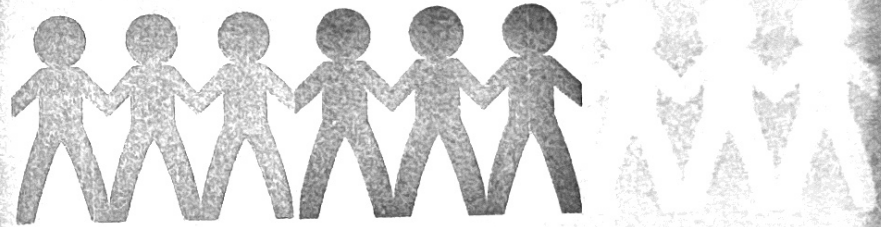
Challenges Experienced
By LGBTQ+ Youth

Gateway Drug

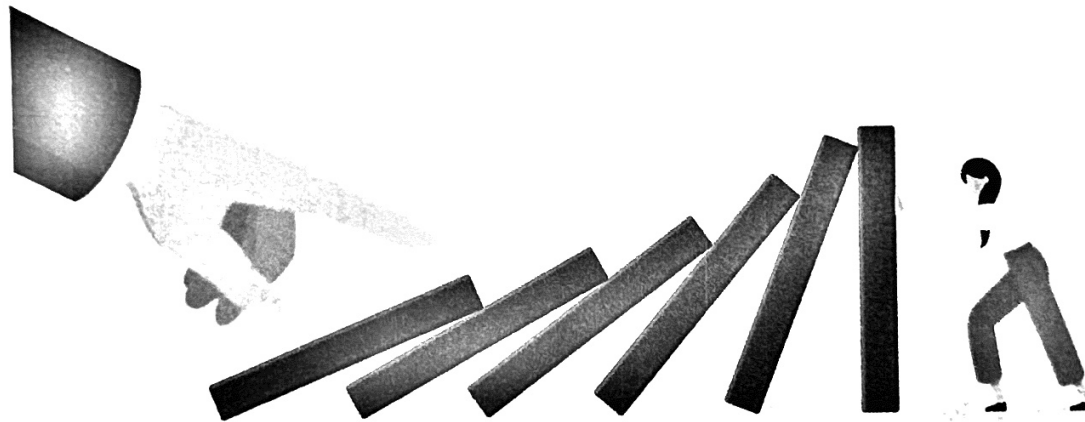Tobacco is often the first drug of choice.

27,000 Maine youth now under age 18 will die prematurely from tobacco-related illness,

including **8,100** Maine LGBTQ+ youth.
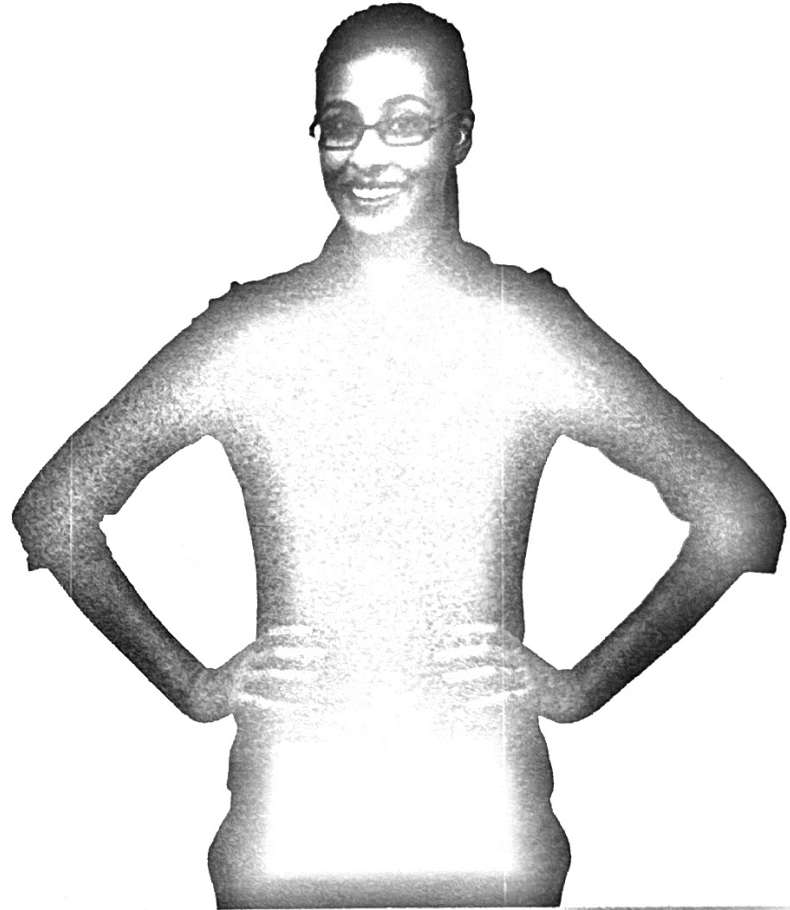
Improving Outcomes

Resilience is the ability to overcome adversity. Protective factors reduce the negative impact of challenges and help foster resilience in youth.

Improving Outcomes

As educators, you can help build students' resilience by

- **Connecting** them with LGBTQ+ supportive social groups
- Displaying LGBTQ+ role models in educational materials
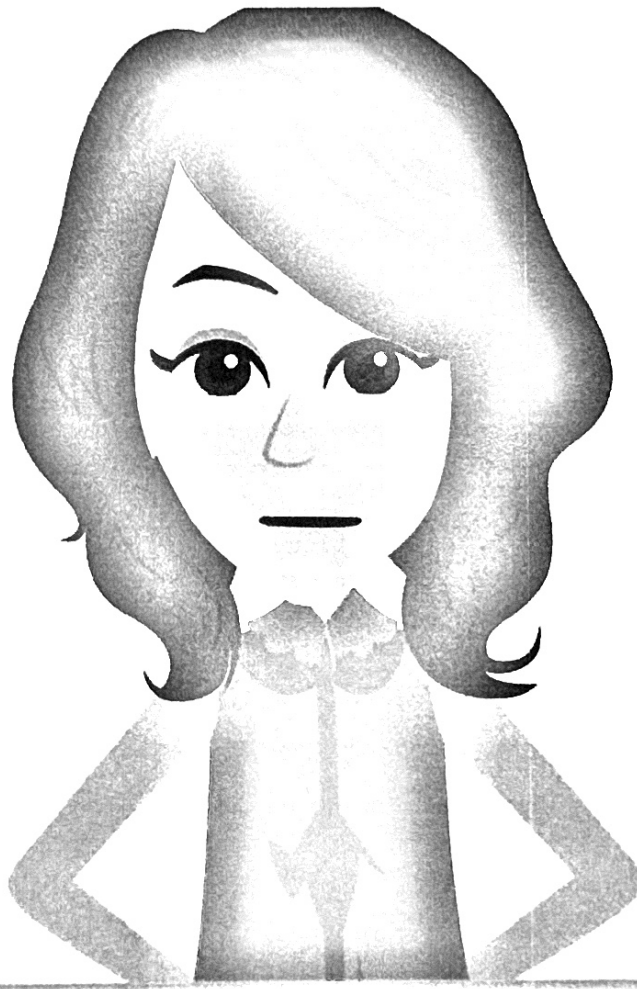- Developing STRONG policies, procedures, and inclusive curriculum

Improving Outcomes

A foundation of understanding and respect will lead to improving mental health for students because

- LGBTQ+ students with **inclusive curricula** have better academic and mental health outcomes

- Youth who **know about harmful substances and alternative ways to decrease stress** have increased resilience

- Youth who have a **supportive trusted adult** can overcome many challenges

LGBT youth are **5x** more likely to skip school!

Protective & Supportive Laws

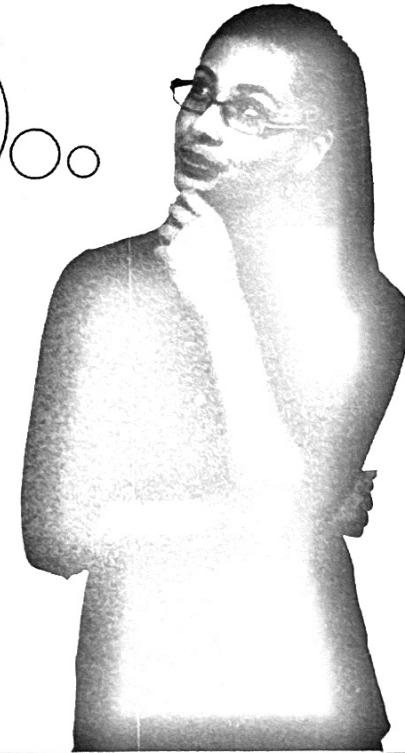Most common areas where LGBT students experience discrimination include:

- Harassment and bullying

- Privacy

- Speech

- Gender expression

- Gay-Straight Trans Alliances

- Proms, homecoming and school events

Maine's Supportive Laws & Rights

Are there any Maine specific laws I should know?

Maine's Supportive Laws & Rights

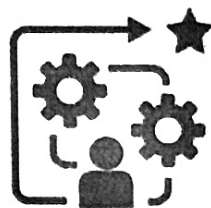## YES!

Over the years, Maine has created several legal protections to support LGBTQ+ students.

Regularly scheduled **learning opportunities** should be provided at least **annually**

- Administrators
- Teachers
- Support staff
- Volunteers

Including LGBTQ+ informed training as certification contact hours

Provide Direct Support

Professional development ensures that school personnel feel confident, and understand the proper terminology to use when talking to LGBTQ+ youth who are trying to

- understand their gender

- discuss their sexual orientation

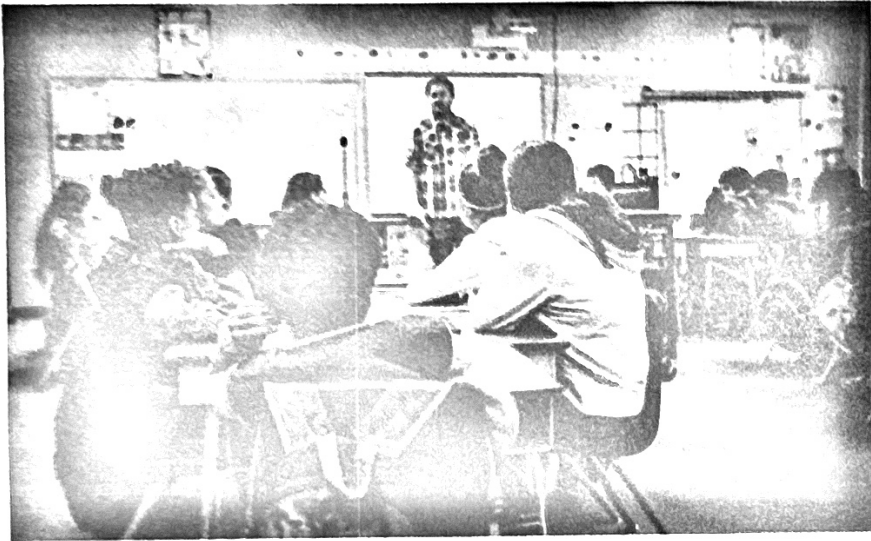- request use of a name that aligns with their gender identity

Train to Intervene

- A non-discrimination policy by itself isn't enough

- Students must see the school staff living the values behind the policy

Adults should be trained to act when they see harassment or are informed of harassment or bullying in any form.

Educate Students

Students also should receive **regular training** so everyone can

- learn about equity

- understand what is expected of them

OurMaine.org

FP #6: Name & Gender Identity

Use students' chosen name, pronouns and gender identity.

- Schools must respect the wishes of students

- Students and staff who engage with these students must use the chosen name and pronouns

FP #6: Name & Gender Identity
Use students' chosen name, pronouns and gender identity.

Related materials like...

- rosters,

- attendance lists, and

- learning management systems

can and should reflect the student's chosen name and pronouns as well as gender identity

FP #6: Name & Gender Identity
Use students' chosen name, pronouns and gender identity.

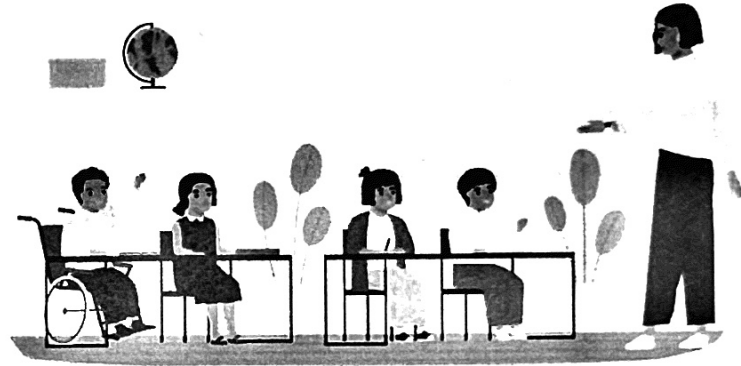Inadvertent slips and honest mistakes will happen and a simple correction often is sufficient.

A pattern of refusing to acknowledge a student's gender identity violates the Maine Human Rights Act as well as Maine's Bullying Law.

FP #7: Learning Systems
Ensure learning systems are supportive.

- School learning systems typically use the student's name and gender as reflected on the birth certificate.

- There are a several ways that a student's incorrect name or sex assigned at birth may appear on documents generated by those systems.

EXAMPLE: A substitute teacher calling out names from the attendance sheet can inadvertently out a student.

FP #8: Programs & Facilities

Ensure gender identity drives student access to all facilities and programs.

ALL GENDER TOILETS
Anyone can use these toilets, regardless of gender identity or expression

- All students have the right to use bathrooms, locker rooms, and any other gendered facilities that **align** with their gender identity.

- They should **not** be forced or **pressured** to use alternative facilities.

FP #10: Positive School Culture
Prioritize positive school culture.

A positive school climate is the product of a school's attention to

- fostering safety

- promoting a supportive academic, disciplinary, and physical environment

- encouraging and maintaining trusting, caring and kind relationships