

# What does LGBTQIA+ Stand For?

L- Lesbian

G- Gay

B- Bisexual

T- Transgender

Q- Queer/Questioning

I- Intersex

A- Asexual/Aromantic/Agender

±- Anything/Everything else not listed above

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# Pronouns

Why are pronouns necessary? Why should I ask student's pronouns?

- Pronouns are a big part of the trans community
  - Asking a persons pronouns is a sign of respect for that persons identity. It also shows gender queer individuals that you are someone that they can trust and be safe around
  - If a student uses multiple pronouns feel free to ask them about preferences between them. (ex. he/they or she/they pronouns.)
  - Clarify when/where to use specific pronouns, for example around parents.
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# Oh no! I accidentally misgendered a student! What do I do?

- If it's in a public space, the best thing to do is just move along like nothing happened.
  - However, if it is in private, or you wish to approach the student privately, it doesn't hurt to give a brief apology then move on!
  - Mistakes happen. Don't feel too bad about making a mistake. The important thing is that you make a real effort to avoid making that mistake again!
  - Avoid trying to explain yourself. Don't make a big deal out of it or over apologize. It puts the student in an uncomfortable position.
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# How Can You Help An LGBTQIA+ Student?

- Be respectful!
  - Encourage kindness, respect, and acceptance
    - Show your students that you respect them!
  - show them your support!
  - Stay open minded!
  - Have google forms, questionnaires, or get to know you sheets at the beginning of the year where you ask a students preferred name and pronouns.
  - Check in with students throughout the year
  - Using non gendered language (ex. “Folks,” “friends,” “y’all,” “students,” etc.)
  - Have sub plans have preferred names!
  - Don’t divide class activities by gender!
  - Be open to discussion!
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# FAQ's:

- What is the LGBTQIA+ Ratio at FHS?
    - Hard question to answer, not everyone is out, not everyone wants to be! So, we actually don't know!
  - What are things that REALLY bother LGBTQIA+ students?
    - Knowing when someone is memorizing vs. affirming our pronouns
  - How should I report a situation going on with an LGBTQIA+ student?
    - Ask the student first!
    - Always ask if they prefer anonymity or not
  - Why do people label themselves? Why is coming out such a big deal?
    - Some people label themselves to validate how they feel, some don't!
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