

Trans & Nonbinary Inclusion: Knowledge Exchange Brief

Educators and School Admin

On May 24, 2022, Egale Canada invited educators and school administrators to come together virtually to share their successes and challenges as they continue to build inclusive schools for trans and nonbinary students. The following quick tips were gathered from the learning moments that took place in the breakout room discussions of the virtual event. The content discussed related to navigating the unique issues faced by educators and school administrators when building 2SLGBTQI-inclusive school environments. This brief will help you jumpstart your inclusion efforts and empower you to take tangible paths of action as you better understand your role and responsibilities in the creation of 2SLGBTQI-inclusive schools.

Quick tips for educators and school admin building inclusive schools:

- If you notice your Gender Sexuality Alliance (GSA) is not getting as much support with funding or resources, bring this forward to the principal and/or your board. You can work together to create a budget that reflects your needs and ensure that your budget matches other student groups.
- If you're new to 2SLGBTQI-inclusion work at your school, you can start by honouring and being passionate about living authentically as well as encouraging and celebrating a sense of community.
- Shift the culture of your school environment by shifting the everyday language that is unnecessarily gendered. For example, you can start your learning with [Egale's Companion Learning Module](#) that will provide key ideas and supporting resources for your continued learning. To learn about affirming language, you can also check out our [Inclusive & Affirming Language Tips](#) resource.
- Actively role model your support for 2SLGBTQI students and explore what other schools are doing to build more inclusive school environments.
- Consider designating a 2SLGBTQI representative to help navigate 2SLGBTQI issues and conversations at your school.
- Find a local or national organization, like Egale Canada or the Canadian Centre for Gender & Sexual Diversity, to provide resources and support for you, your

GSA, and your school. This can include the organization attending a school conference or hosting a [webinar on 2SLGBTQI inclusion](#) for school staff and/or students.

- Be proactive and be prepared to act quickly. Having a catalog of 2SLGBTQI-specific supports and resources readily available specifically for students is critically important. We recommend starting here: [Egale Canada | Inclusive Schools Resources](#).
- If you're struggling with responding quickly to anti-2SLGBTQI bullying in the school, connect with a senior staff member who can better address the situation and use their seniority to make a change.
- Be prepared to play the numbers game. Sometimes, 2SLGBTQI-inclusion isn't taken seriously enough until it's too late. Published in 2022, Egale's national study on homophobia, biphobia, and transphobia in Canadian school, [Still in Every Class in Every School](#), found that even though there have been some important improvements in the last decade, statistics like *64% of all participants reported hearing homophobic comments daily or weekly*, clearly indicate that we have a long way to go in creating accepting and inclusive schools.
- Cultivate a school climate that allows vulnerability, self-reflection, and doubt to allow room for questions and provide space for actionable ways to interrupt biases or issues that harm 2SLGBTQI youth.
- Understand that sometimes school is the safest place 2SLGBTQI youth to learn about themselves and express themselves authentically, for example, this may be the only space where a student's pronouns are used correctly.
- Be kind to yourself as you continue to build 2SLGBTQI-inclusive whole school communities!