



Equity and Inclusive Education Resource Kit for
Newfoundland and Labrador, Grades 7 -12

INTRODUCTION



**diversity =
possibility**



INTRODUCTION



Getting Started

4

What Does LGBTQ Mean?

5

What Is a GSA?

8

What Is Intersectionality?

9

What Does Two-Spirit Mean?

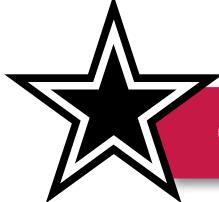
10

LGBTQ Awards, Scholarships, Bursaries

· National

· Provincial





GETTING STARTED



Whether or not your school already has a GSA, you can connect with other LGBTQ youth, educators, and allies throughout the country to share ideas, materials, and resources on the MyGSA website Discussion Forums.

Be sure
MyGSA.ca
isn't blocked at
your school!



This resource is intended to support students, teachers, administrators and districts develop and maintain safe, caring and inclusive learning environments. In particular, its goal is to provide information and answer questions for those initiating a Gay-Straight Alliance (GSA) in their school.

Good luck, and remember that extra support is always available. Local, provincial and national resources are mentioned within each section.

If you want to know more about legislation and policy as they relate to real life experiences in school settings in Newfoundland and Labrador, see the section on Questions & Answers about



LGBTQ Human Rights Legislation and Policy in Newfoundland and Labrador. If you have questions about organizations, programmes, and resources available in your area or nationwide, have a look at the section entitled Provincial and National LGBTQ and LGBTQ-Friendly Organizations, Programmes, & Resources.

Some schools use filtering software to block access to websites that include keywords pertaining to certain matters, such as sex, and rely on the companies that develop the software to maintain the list of unacceptable sites. Although this might be done in the interests of blocking pornographic content, an unfortunate consequence of such protocols is that many useful websites regarding important matters such as health and sexual orientation are also blocked. Be sure that *MyGSA.ca* isn't blocked at your school. If it is, ask your principal if this site can be permitted.

If you are an educator, check out the Information & Resources for Educators section of this resource. If you are a guidance counsellor, check out the Resources for Guidance Counsellors section. If you are an administrator, check out the Information for Administrators. If you are not a teacher, a guidance counsellor, or an administrator, give these sections to your teachers, your school counsellors, and your principal!

There is also an Executive Summary of Egale's Final Report on the First National School Climate Survey: *Every Class in Every School*. You can find this in the Information for Administrators or by going to <http://MyGSA.ca/YouthSpeakUp>.



WHAT DOES LGBTQ MEAN?

This acronym can mean different things to different people, but it is generally understood to stand for “lesbian, gay, bisexual, trans (transgender, transsexual, trans-identified), Two-Spirit, queer, and questioning” or some variation of this. Check out the Terms & Concepts section in this Equity and Inclusive Education Resource Kit or on the MyGSA website for various definitions of each of these words.

I've seen a number of different combinations of letters and I don't know which ones to use! I don't want to exclude anyone or be disrespectful, but how can I explain the proper usage when I don't know what to say myself? What if someone asks me what the correct thing to say is?

Although it's true that many people opt to use different words to describe themselves, saying either LGBT or LGBTQ is widely accepted (even though it is recognized that these expressions are not necessarily all-encompassing).

For example, it is also common to include both an “I” for intersex and an “A” for ally. Some people also choose to duplicate all of the letters that can represent more than one word because it has the visual/verbal effect of demonstrating how very many different sexual orientations and gender identities there actually are. The ones already mentioned here would look

lesbian, gay,
bisexual, trans
(transgender,
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questioning



like this: LGBTTTQQIA or LGBTTT2QQIA (where the “2” stands for Two-Spirit). The letters can be ordered differently as well, such as alphabetically.

It is an excellent question though and this is one of the reasons why incorporating LGBTQ matters and inclusive language into curriculum is so vital. Sexual orientation, gender identity, and gender expression are parts of everyday life and everyone needs to know what language to use in order to discuss them appropriately and respectfully.

In addition to professional development, many educators who are unversed in LGBTQ matters may find it beneficial to do independent research. The MyGSA website has a section for educators, including resources and a discussion forum.



**WE HOPE THAT YOU FIND THIS KIT
HELPFUL, WHETHER YOUR AIM IS...**

to work towards changing your school or school district policy to explicitly address sexual orientation, gender identity, and gender expression (look under “Activities” in the GSA Guide);

to include LGBTQ material in your school’s curriculum (see the Guide section for suggestions);

to start your school’s first-ever GSA: Good luck & keep us posted by registering on [MyGSA.ca!](mailto:mygsa@egale.ca)

Please feel free to send comments or feedback

to mygsa@egale.ca

The Department of Education, Newfoundland and Labrador, and the school districts have training and resources, as does the Newfoundland and Labrador Teachers’ Association.

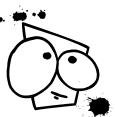


Wouldn’t it be easier just to choose one word or one set of letters and be done with it?

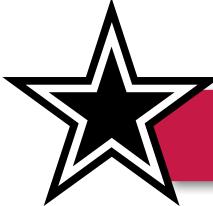


Maybe, but that too would be problematic. For one thing, language is always evolving—just think about all of the acronyms now in common usage as a result of new electronic technologies such as texting. And because the words relating to LGBTQ matters are identity-specific, it is particularly important to be respectful and aware of appropriate and relevant usage.

Many people choose to use the word “queer” for this very reason though. A long list of letters can be quite a mouthful! However, this too has its problems. Although the word “queer” has generally been reclaimed in contemporary usage, historically the word has had negative connotations.



THIS IS A GREAT TOPIC FOR CLASSROOM DISCUSSION:
after reading through the Terms & Concepts section in this kit
or on the [MyGSA website](http://MyGSA.ca), try opening up this dialogue in
your class or at a GSA meeting!



WHAT IS A GSA?

The term GSA stands for Gay-Straight Alliance. Although the exact function of such clubs varies from school to school, GSAs are generally considered to be any student groups concerned with LGBTQ matters and sometimes also serving as support groups for LGBTQ students, allies, and youth with LGBTQ parents or other family members. For more extensive definitions, see the Terms & Concepts section in this kit or on MyGSA.ca.

Take a look at the GSA Directory on MyGSA.ca. You might notice that a number of the groups have alternative names, such as Rainbow Alliance, QSA (Queer-Straight Alliance), or Pride or PRYDE (Please Respect Your Diverse Environment) Club. Many student groups opt to use different names because the word “gay” is not as inclusive

as they would like. It doesn’t necessarily refer to lesbians, bisexuals, or Two-Spirit people and gender identity and gender expression are not explicitly encompassed by the expression GSA.



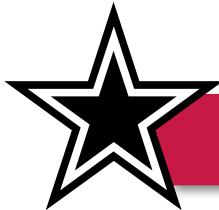
GSAs are generally considered to be any student groups concerned with LGBTQ matters.



This is an important consideration and it would make an excellent topic of discussion in the forums on MyGSA.ca, in a GSA meeting, or in your classroom!

GAY-STRAIGHT ALLIANCE

See the Terms & Concepts section in this kit or on MyGSA.ca.



WHAT IS INTERSECTIONALITY?

People have many identities that correspond to their race, class, physical and mental ability, religion, sexual orientation, gender identity, etc. These different identities don't stand alone; together they impact a person's experiences as well as experiences of discrimination. We call this "intersectionality".

Because of our different identities, there are many ways a person might experience discrimination. A white lesbian's experiences will be different than those of a lesbian who is Aboriginal, or a lesbian who is Aboriginal and who also has a disability. They may all experience homophobia, but the lesbian who is Aboriginal may also experience racism, while the lesbian who is Aboriginal and who has a disability may experience homophobia, racism and ableism.





LGBTQ AWARDS, SCHOLARSHIPS, BURSARIES

NATIONAL

Lambda Foundation Scholarships

<http://www.lambdafoundation.com>

The Lambda Foundation raises money to enable universities to grant awards designed to promote national recognition of individuals or groups who, through their achievement, build bridges of understanding of gays and lesbians with other equality seeking groups. Currently, Lambda Foundation scholarships are available at the following institutions:



Carleton University

Lambda Foundation for Excellence Award
http://gradstudies.carleton.ca/webapps/awards/lcms_award_view.php?award_id=494
awards@carleton.ca



Université de Montréal

Bourses Fondation Lambda pour l'excellence
fes-bourses@fes.umontreal.ca



University of Guelph

Lambda Foundation Scholarship in LGBT Studies
<http://www.uoguelph.ca/registrar/calendars/graduate/current/pdf/gradawards.pdf>
awards@registrar.uoguelph.ca



University of Manitoba

Lambda Foundation for Excellence-Les McAfee Memorial Award
<http://webapps.cc.umanitoba.ca/gradawards/index.asp>
awards@umanitoba.ca

For a more comprehensive listing, and for information about Egale's GSA Bursary, check out *MyGSA.ca!*



University of New Brunswick

Lambda Foundation Christian Landry Memorial Award for Graduate Studies

https://eservices.unb.ca/calendar/graduate_awards

gradschl@unb.ca

University of Ottawa

Lambda Foundation for Excellence Award

<http://www.lambdafoundation.com/docs/awardUW02010.pdf>

grdaward@uottawa.ca

University of Saskatchewan, College of Law
Foster Prize in Human Rights

<http://tinyurl.com/3ymybr>

University of Victoria

Candis Graham Writing Scholarship, Lambda Foundation Fund

<http://registrar.uvic.ca/safa/bursaries/termsofawards/Writing.html>

finaid@uvic.ca

Awards, Scholarships, Bursaries cont'd

Mark S. Bonham Scholarship for Queer Studies in Film and Video

The Mark S. Bonham Scholarship is available to Canadian citizens or landed immigrants who identify as lesbian, gay, bisexual, transsexual, transgendered or intersex and are pursuing undergraduate studies full-time in the fields of film and/or video that relate to the cultural expression of lesbians, gay men, bisexuals, transgender/transsexual and/or intersex individuals and/or educate the mainstream community about LGBTTI lives and/or issues.

[http://www.insideout.on.ca/festival/
scholarship.htm](http://www.insideout.on.ca/festival/scholarship.htm)



The LGBTOUT Student Award

This student award is available to students entering first year programs at any of the University of Toronto campus locations. The Selection Committee shall look primarily for outstanding volunteer contributions to creating change on campus or in the community through LGBTQ community service and/or activism.

<http://www.sgdo.utoronto.ca/Students.htm#LGBTOUT%20Student%20Award>

The Roberts Fund

Applications for bursaries may be made by lesbian, gay, bisexual, and transgender students enrolled as undergraduates on any campus of the University of Toronto. The primary consideration for making awards will be financial need, though other factors will be considered, such as outstanding volunteer contributions (on or off campus) aimed at increasing acceptance of sexual diversity, and commitment to academic achievement.

<http://www.sgo.utoronto.ca/Students.htm#The%20Roberts%20Fund>

THE POINT FOUNDATION FOR LGBTQ STUDENTS

Point Foundation is an American organization which provides financial support, mentoring, leadership training and hope to meritorious students who are marginalized due to sexual orientation, gender identity or gender expression. Point Foundation scholarships are available to all students; however, they can only be used at educational facilities in the United States.

<http://www.thepointfoundation.org/index.html>

PROVINCIAL

Safe & Caring Schools Special Project Awards

This award aims to promote awareness of the Safe and Caring Schools Policy and to support Districts and schools with its implementation. Specifically, the goal is to:

- increase awareness of, and support for, effective approaches to establishing and maintaining safe and caring learning environments,
- strengthen partnerships and promote effective actions to create positive school climates, and
- to support and help sustain safe and caring communities.

Districts or individual schools may apply. Teacher-sponsored student groups may also apply to complete projects associated with a particular course or curriculum area (i.e. community service project for Career Development 2201) or with their club/school-based organization (i.e. Student Council, Drama Club, etc.).

Further information is available online at www.gov.nl.ca/edu/ or through your school principal, guidance counsellor or district office.

Safe and Caring Schools Graduating Student Awards

The graduating student awards aim to promote student awareness of the Safe and Caring Schools Policy and acknowledge the contributions of youth in establishing and maintaining safe and caring schools and communities. Specifically, the goal is to:

- Recognize the leadership of youth across the province in completing projects and activities aimed at enhancing the safety and well-being of others in their schools and communities.
- Help students recognize that they can make a difference in the lives of others.
- Encourage and mobilize students to become involved in future initiatives.

Further information is available online at www.gov.nl.ca/edu/ or through your school principal, guidance counsellor or district office.

This Equity and Inclusive
Education Resource Kit for
Newfoundland and Labrador,
Grades 7-12 is part of Egale's
Safe Schools Campaign.

