



# ALBERNI DISTRICT TEACHERS' UNION

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## LGBTQ Report from BCTF Zone Meeting October 16-17, 2015

### **LGBTQ Policy**

Social Justice Representatives are encouraged to ensure that their schools and districts have a LGBTQ policy. I was able to locate policies in our SD 70 Collective Agreement in article E.1 (Non-sexist Environment) and article E.28.1 and 2 (No Discrimination), which also makes reference to the Labour Relations Code and the Human Rights Act of BC.

### **Gender-Neutral Washrooms**

All schools are encouraged to request the need for gender-neutral washrooms in order to create more inclusive and non-discriminatory school atmospheres. By incorporating gender-neutral washrooms into our schools, employees and students alike will not feel obligated to choose a gender identity based on physical biology. The hope is to eliminate the propagation of gender stereotyping based on physical biology by creating a gender-neutral option.

### **GSAs in All Schools**

All schools are encouraged to have some form of Gay-Straight Alliance (GSA) group for students and staff to participate in. A GSA can take on many different forms based on the needs of the students at each school. The aim is to have a non-judgmental, inclusive atmosphere where students can feel safe and secure in who they are and support each other in various ways. It is a place where students can openly ask questions and discuss issues with the support and guidance of teachers and peers.

### **BCTF Workshops**

There are a number of workshops that address LGBTQ topics. More detailed descriptions can be found on the BCTF website under Social Justice > programs & workshops > social justice and global education workshops, scroll down to social justice and global education workshops. The following is a shortlist of those workshops that social justice representatives can book for their staffs.

- ❖ Breaking the Silence: Understanding and Acting on LGBTQ Issues in Schools (3 hours) (available in French)

- ❖ Creating a Gender-Inclusive School Culture (3 hours)
- ❖ From Silence to Action: How to Be an Ally on LGBTQ Issues (3-5 hours)
- ❖ Responding to Racism Through ADRT and Ally-building (3 hours) – ADRT is an antidiscrimination response training program developed by Dr. F. Ishu Ishiyama (UBC) and Dr. Vikki Reynold’s ally-building model.
- ❖ Social Justice in Every Classroom (3 hours) (available in French)
- ❖ Stamping Out Cyberbullying by Building Self-awareness, Self-discipline, and Empathy (3-5 hours)
- ❖ Strategies for Discussing Controversial Issues (3 hours)
- ❖ Teaching Inclusive, Comprehensive, Sexual Education into All Classrooms (3.5 hours)
- ❖ Youth Relationships in a Sexualized World (3.5 hours)

For further information, please contact Susan Ruzic at 604-871-1850, toll free 1-800-663-9163 local 1850, or [sruzic@bctf.ca](mailto:sruzic@bctf.ca) .

### **Upcoming dates for LGBTQ**

**November 20** – Transgender Day of Remembrance, which honors the memory of Rita Hester, a trans\* individual who was murdered on November 28, 1998. There are resources available to teachers on the LGBTQ Lesson Plans page, which can be accessed through the Seeds of Social Justice newsletter.

**December 10** – Human Rights Day

**January 18-22** – No Name Calling Week

**February 20** – United Nations Social Justice Day

**April 13** – International Day of Pink

**April 15** – Day of Silence (against LGBTQ name calling)

**May 1** – International Family Equality Day

**May 17** – International Day Against Homophobia and Transphobia

**June** – LGBTQ Pride Month

**August 7** – Gay and Lesbian Pride Day

Monique Copeland, ADTU Social Justice Co-Chairperson