

WE'RE INCLUSIVE HERE!

Make your school a more inclusive place!

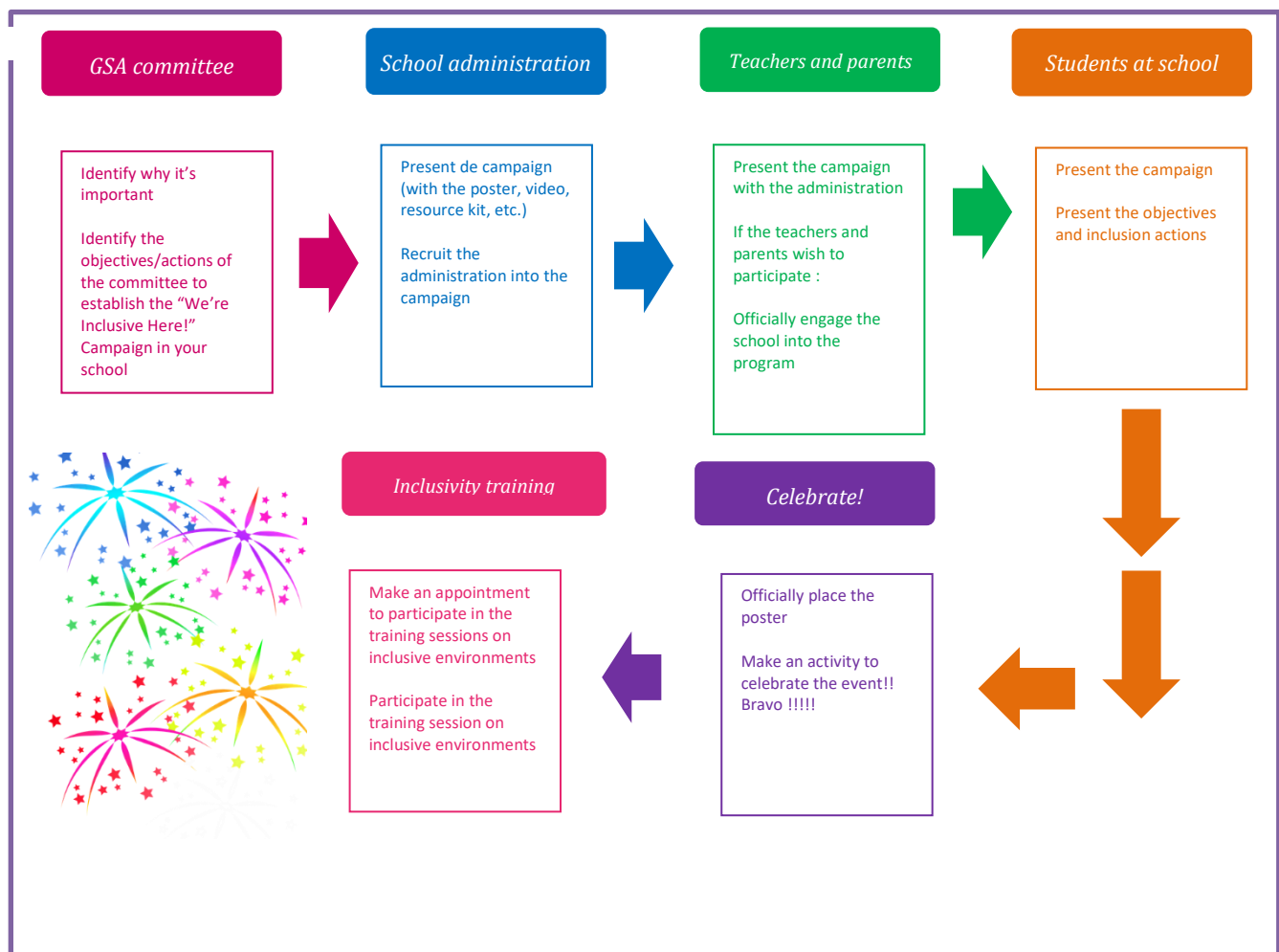
The aim of the “We’re Inclusive Here!” awareness campaign is to promote sexual and gender diversity-inclusivity within organizations and institutions (schools, universities, offices, hospitals, health centres, community organizations, etc.) throughout New Brunswick.

What does it mean to provide an inclusive environment for people with diverse sexuality and gender?

It is a safe, open and respectful environment for persons belonging to the lesbian, gay, bisexual, transgender, queer/questioning and other (LGBTQ+) communities.

How can I implement the “We’re Inclusive Here!” awareness campaign at my school?

Here are some suggestions for launching the awareness campaign at your school.



Step 1: Get the school's gay straight alliance (GSA) committee involved

1. *Present the “We’re Inclusive Here!” campaign* to the school’s GSA committee.

The campaign includes a poster, a statement, a resource kit, training and a video promoting sexual and gender diversity inclusion.

The campaign aims to stimulate discussion about the importance of inclusion for the LGBTQ+ community.

2. *Define an action plan.*

With the committee, identify why it is important for the school to become an inclusive environment for the LGBTQ+ community. Then, develop an action plan for implementing the campaign at your school. This plan should address aspects such as:

- Why it is important (the “why” of the plan)
- Objectives and actions (the “how”)
- A timeline
- The people responsible.

After identifying why the campaign is important, we suggest starting by approaching the principal to present the campaign and get his or her support. The campaign can then be rolled out to teachers, the parents’ committee and lastly to the rest of the school to make everyone aware that your school is taking steps to *officially* become an inclusive environment for the LGBTQ+ community.

3. *List specific actions to be taken.*

- As a group, identify actions that could be taken at the school to make it a more inclusive environment (see Appendix 2). There are many possibilities for achieving this!
 - Make a collage, some artwork, a visual presentation, etc.

Step 2: Meet with the principal

Ask the principal to attend a committee meeting. At this meeting:

1. *Explain why* it is important for the school to become an inclusive environment for the LGBTQ+ community and to take part in the “We’re Inclusive Here!” campaign.
2. *Present the campaign material:* video, poster, resource kit, training resources and statement on promoting an inclusive environment for sexual and gender diversity.
3. *Discuss the specific actions* that could be taken to become an inclusive environment.
4. *Invite the school administration to join the cause and get involved* in the “We’re Inclusive Here!” campaign by helping to organize meetings between the GSA committee and the teachers, the parents’ committee and all students, signing the statement, displaying the poster in a highly visible place and taking part in the training.



Step 3: Meet with the teachers and the parents' committee

After the principal agrees to put the campaign on the agenda for meetings with teachers and the parents' committee, the following steps can be repeated:

1. **Explain why** it is important for the school to become an inclusive environment for the LGBTQ+ community and to take part in the "We're Inclusive Here!" campaign with the school administration's involvement.
2. **Present the campaign materials:** video, poster, resource kit, training resources and statement on promoting an inclusive environment for sexual and gender diversity.
3. **Present the tangible actions** that could be taken to become an inclusive environment.
4. **Invite the teachers and parents to join the cause and get involved** in the "We're Inclusive Here!" campaign by supporting the signing of the statement, agreeing to take part in the training session and supporting the committee's activities.
5. **Designate someone to be responsible for contacting the coordinators of the inclusive-environment training.** Schedule tentative dates for completing the inclusive-environment training.

Step 4: Meet with the students

Identify an approach for informing all students about the actions of the GSA committee. Whether in the form of one presentation to the entire school or individual classroom presentations, use this opportunity to:

1. **Explain why** it is important for the school to become an inclusive environment for the LGBTQ+ community and to take part in the "We're Inclusive Here!" campaign. Show the video!
2. **Present the tangible actions** taken to create an inclusive environment.
3. **Invite the principal to present the campaign:** Ask the principal to present the poster and the statement on promoting an inclusive environment for sexual and gender diversity and to explain why it is important for the administration to get involved and sign this document. The principal may also want to announce upcoming actions (school activities, planned training, etc.).

Step 5: Put up the poster and celebrate!!

1. **Ask the principal to officially display the poster** at the school in an accessible place – and then celebrate a job well done!
2. **Organize an event to recognize this official commitment** and take photos to share on social media, in the school newsletter and in messages distributed to parents and students.
3. **Share the photos** with the "We're Inclusive Here!" campaign director at lise.duguay@umoncton.ca.



Step 6: Organize the training session on inclusive environments

1. Visit www.sida-aidsmoncton.com/education and click the “Request Workshop Booking” button.
2. Choose an appropriate date and time based on the information collected at the meetings with the teachers and parents if you want to have the instructor come to the school. The training session is free with the exception of the instructor's travel costs. Donations to our organization are always appreciated as well! Training is also offered at no charge in the form of webinars scheduled throughout the year. For information on the webinars or to register, visit www.sida-aidsmoncton.com/education.
3. Complete the workshop booking form making sure to select the presentation topic “Ally Training for Certification - Service Providers/Educators.”
4. A training coordinator will contact you promptly to confirm the date of the session or webinar. It's that simple! Training is offered at no charge, but donations to our organization are appreciated.



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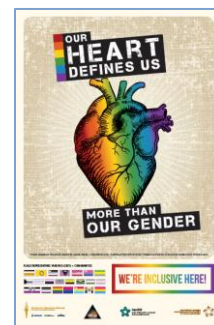
Information about the “We’re Inclusive Here!” campaign:

Lise.duguay@umoncton.ca / 506.863.2026

“We’re Inclusive Here!” Campaign

“We’re Inclusive Here!” campaign poster

The campaign poster was designed by Leanne Plewes, a student at Polyvalente Louis-J.-Robichaud (LJR) in Shediac, as part of a province-wide contest launched in November 2015. With her permission, a graphic representation of the original poster was then created. The original poster was presented to the Alliance (LGBTQ+) committee at Polyvalente LJR on International Day against Homophobia, Transphobia and Biphobia 2016.



Original poster designed by contest winner and poster adaptation



Screenshot from companion video

Companion video

A video was produced to illustrate the reality faced by the LGBTQ+ community and to show how any environment can become more inclusive. This video can be used as an education and promotional tool at your school.

The video is available at :

<https://www.umoncton.ca/medecine/node/89>

Statement on promoting an inclusive environment for sexual and gender diversity

A document to be signed by the directors of organizations/institutions was developed to formalize their commitment to supporting sexual and gender diversity. This statement may be posted or distributed to employees, clients, volunteers, members or other persons with ties to these organizations/institutions.

Training

Training on how to create a more inclusive environment (for school staff or students) is available through a partnership with the AIDS Moncton Safe Spaces program. Training can be provided free of charge at your location with the exception of the instructor's travel costs. Training via webinar will also be available soon. For additional information or to reserve a training date, please visit the AIDS Moncton website at

<http://www.sida-aidsmoncton.com/education>

Additional resources

A list of resources is provided to assist you in taking steps toward inclusion of the LGBTQ+ community. Use it and feel free to share it with others!

The “We’re Inclusive Here!” campaign is an initiative of



Appendix 1

Sample Action Plan

Step	Notes	Actions	Timeline	Responsibility
Identify why it's important	<p>This will become our mission, the motivation behind our actions</p> <p>e.g. Let's imagine an ideal world</p>	Form a dedicated committee	May 2017	Committee
Approach the principal	To get the school administration involved	Write a letter inviting the principal to a committee meeting	May 2017	Jess and Alex
Meet with the principal	...			
Meet with the teachers and the parents' committee	...			
Meet with students	...			
Put up the poster and celebrate!	...			
Organize the training session on inclusive environments	...			



Appendix 2

Examples of Awareness Activities

Excerpts from a guide to the formation and operation of a gender and sexuality alliance committee distributed to Francophone schools in New Brunswick, Feb. 2016, p. 20-21

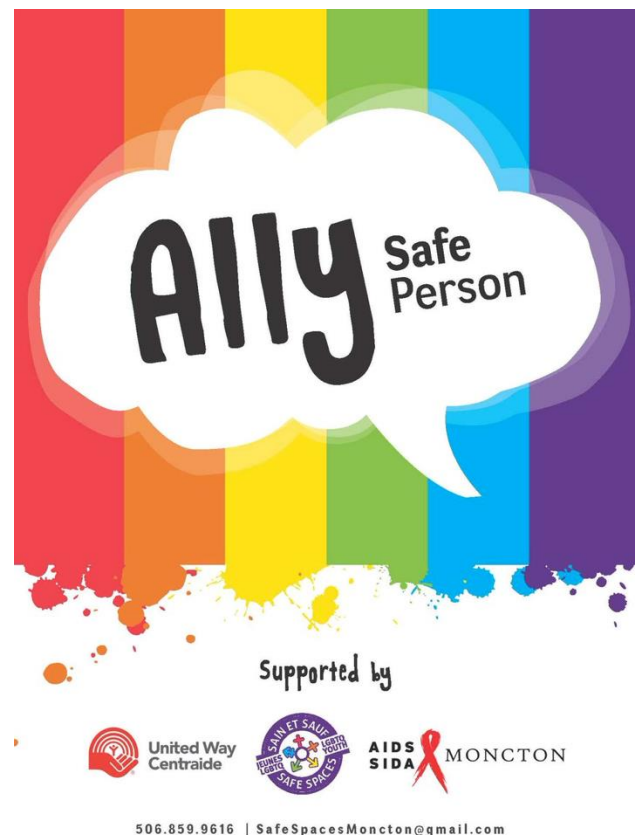
Produced by the Fédération des jeunes francophones du N.-B.

Available (in French) at:

http://media.wix.com/ugd/b42511_dd25a8219e6347979da459eafa83c348.pdf

7.1 Ideas for activities on your committee

- A. LGBTQ+ Bingo:** This is a great “ice-breaker” activity. It also provides an opportunity to explore the vocabulary used in relation to sexual and gender diversity.
- B. LGBTQ+ celebrities and public figures:** Using partially concealed pictures of these individuals, a committee member tries to guess the identity of a person pictured without being able to see the person’s face. The other committee members provide clues to help the player guess the identity of the celebrity.
- C. LGBTQ+ news:** Each committee member brings in a newspaper or website article discussing an LGBTQ+ related event. For example, one member might bring a CBC News article about the first meeting of the New Brunswick Transgender Health Network with the province’s Minister of Health.
- D. Arts and crafts:** The members might create jewellery, posters or artwork that represent the committee or diversity.
- E. Bring in a guest speaker to discuss his or her transition experience as a transgender person.**
- F. Watch LGBTQ+ movies or tv series.**
- G. Do a rainbow unicorn group activity to gain a better understanding of the various members’ viewpoints on major aspects of sexual and gender diversity, such as sexual orientation, gender expression, etc. (The unicorn is pictured on page 7 of the guide.)**



*A poster produced by the AIDS
Moncton Safe Spaces program*

- H. Hold group discussions on various topics, e.g. what it means to be a committee “ally,” coming out, lesbian parenthood, or hate crimes.
- I. LGBTQ+ History Month in October.
- J. International Coming Out Day on October 11th.
- K. Transgender Day of Remembrance on November 20th.
- L. Bisexuality Day on September 23rd.
- M. International Day against Homophobia, Transphobia and Biphobia on May 17th.
- N. Organize a group activity on societal expectations of people in Canadian society versus other societies. Analyzing stereotypes about LGBTQ+ people might be an interesting activity in terms of understanding how stereotypes find their way into the media, books, etc.
- O. Poster produced by the AIDS Moncton Safe Spaces program.

7.2 Project ideas or your committee

- A. Fair day for students at the school.
- B. Survey on the school climate concerning sexual and gender diversity.
- C. Roundtable on sexual and gender diversity involving students, school leaders and members of the community.
- D. Day of Silence. <https://www.glsen.org/day-of-silence>

Activity to mark May 17th

« We made rainbow cupcakes for people to enjoy while also chatting with us about sexual diversity and what they thought the purpose of our committee was »

Student at a Francophone high school in New Brunswick

- E. Hold a meeting of two or more GSA committees, e.g. Alliance at Mathieu-Martin or Indigo at École l'Odyssée, and turn it into a group activity.
- F. Campaign to get more LGBTQ+ themed books at your school library.
- G. Organize workshops on sexual and gender diversity for your school's GSA committee to offer to various classes, e.g. Grade 9 Personal and Social Development.
- H. Design meeting announcements and posters to raise awareness and dispel myths about various sexual and gender diversity communities.
- I. Advocate for respect and inclusion of gender identity and expression in school policies against discrimination, etc.
- J. Hold a bake sale to raise funds for your committee.

