

LGBTQIA+ INCLUSIVITY IN THE CLASSROOM

FAMILIARIZE YOURSELF WITH CURRENT TERMINOLOGY

Terms are ever-changing and context-dependent. Find updated online definitions. If you do use a word inappropriately, humbly correct yourself on the spot. Then help correct others, if need be, in a positive manner.

ASSESS YOUR COURSE CONTENT

Highlight LGBTQ+ contributors to the field when choosing required and recommended readings. Do not be shy in highlighting these identities in class. Make sure to provide context and explain how these contributors fit into the big ideas of the lesson plan so as to avoid feelings of fragmentation and isolation. These feelings occur, for example, when instructors only highlight LGBTQIA+ contributions during LGBTQIA+ Pride Month (June).

ASSESS YOUR CLASSROOM ENVIRONMENT

Become aware of how you address your class. Instead of "ladies and gentlemen," consider using "students." Become aware of implicit biases or microaggressions that occur in class and be sure to address them. Do not rely on LGBTQIA+ students to address these issues or explain LGBTQIA+ experiences or course content.

RESPECT STUDENT AUTONOMY IN THEIR IDENTITY EXPRESSION

Respect clothing choices students make, allowing them to navigate their gender identity as they please. Be careful not to "out" students that may share their gender or sexual identity with you in private. Sometimes being out can be more dangerous than being "closeted". If students' pronouns or names do not match what is on the roster, be sure to only ask them what they prefer in private.

RECOGNIZE THAT YOU WILL ALWAYS BE LEARNING, AND WILL LIKELY MAKE MISTAKES

We all have a lot on our minds and are human. It is normal to slip up with even the best intentions. If you make a mistake (i.e. misgender someone, commit a microaggression), take the proper steps to adequately address the situation in order for the class to move on in the most safe, affirming, and productive manner.

BE A RESOURCE

Familiarize yourself with LGBTQIA+ campus resources and clubs. Become aware of psychological resources on campus. Be able to provide LGBTQ+ students who may confide in you with these resources when necessary.

SOURCES

- Cliff Rouders. "Seven Ways You Can Foster a More Inclusive LGBTQIA+ Learning Environment."
- UW-Oshkosh LGBTQ Resource Center. "Creating an LGBTQIA+ Inclusive Classroom."