



# When Bias Gets in the Way: How to Recognize and Address Barriers to Supporting LGBTQ+ Students and Families

Last Revised: April 10, 2025

This resource list is a companion to the MDE LGBTQ+ Students Project's virtual workshop "When Bias Gets in the Way: How to Recognize and Address Barriers to Supporting LGBTQ+ Students and Families" that is a part of the project's A Silent Crisis:

Creating Safe Schools for LGBTQ+ Students Online Training Series.

Our unique experiences, identities, privileges and biases shape our perceptions of the world and how we act. In this interactive webinar, participants will explore the ways in which biases are formed and influence how we interact--consciously and unconsciously--with those around us. We will identify strategies for navigating our own biases, as well as collaborating with families and colleagues who may take actions that have the unintentional consequence of creating unsupportive or even harmful educational environments for their LGBTQ+ students. A foundational understanding of sexual orientation, gender identity and gender expression is recommended, but not required.

### Resources

#### **Bias Overview**

Project Implicit: Bias Test (2011). Harvard University

The Insidiousness of Unconscious Bias in Schools (2017). Brown Center Chalkboard, A Brookings Blog

Creating an anti-bias learning environment [checklist] (2023). Anti-Defamation League

## **Action Steps**

Don't Talk about Implicit Bias Without Talking about Structural Racism (2019). National Equality Project

Critical Practices for Anti-Bias Education (2020). Perspectives for a Diverse America and Teaching Tolerance

Speak Up at School: How to Respond to Everyday Prejudice, Bias, and Stereotypes (2019). Teaching Tolerance

What Do You Say to 'That's So Gay' & Other Anti-LGBTQ+\* Comments? (2023). National Education Association and Welcoming Schools

Implicit Bias, Microaggressions, and Stereotypes Resources (2021). NEA Center for Social Justice

5 Keys to Challenging Implicit Bias (2016). Edutopia

Responding to Hate and Bias at School (2017). Teaching Tolerance

What Can We Do? Bias, Bullying and Bystanders (Video) (2017). Welcoming Schools

<u>Building Support for Schools that Openly Affirm the Diversity of Sexual Orientation and Gender Identity</u> (2014). Groundspark





<u>Tools for Transformation</u>. Social Transformation Project

Bias, Bullying & Bystanders - Tips for Elementary School Educators. Welcoming Schools

#### **Best Practice Overview**

<u>Statement and Guidance on Safe and Supportive Learning: Environments for LGBTQ Students</u> (2016). Michigan State Board of Education

<u>Toolkit: Creating Inclusive and Nondiscriminatory School Environments for LGBTQI+ Students</u> (2023). U.S. Department of Education

Confronting Anti-LGBTQI+ Harassment in Schools (2021) US Department of Education, Office for Civil Rights

Guide to Being an Ally to Transgender and Nonbinary Youth (2022). The Trevor Project

Best Practices for Serving LGBTQ Students: A Teaching Tolerance Guide (2018). Teaching Tolerance

Resources for Supporting Families (2020). Family Acceptance Project

A Practitioner's Resource Guide: Helping Families to Support Their LGBT Children (2014). SAMHSA

<u>Schools in Transition: A Guide to Supporting Transgender Students in K-12 Schools</u> (2015). National Education Association

Gender Inclusive Schools: Law, Policy and Practice. National Association of School Psychologists

Supporting & Caring for Transgender Children (2016). Human Rights Campaign

Navigating Supports for LGBTQ+ Students Receiving Special Education Services (2024). Welcoming Schools.

#### Michigan Department of Education's LGBTQ Students' Project

The Michigan Department of Education's LGBTQ+ Students Project has supported Michigan educators for over 20 years. Though previously supported by grants from the Michigan Health Endowment Fund, the project currently has no dedicated funding and is seeking new paths to sustain the work we do to build the capacity of Michigan schools to support the health, well-being, and educational outcomes of not just LGBTQ+ students, but all students in Michigan. We are currently working to sustain the project through fee-for-service offerings and by identifying other sources of funding. Please contact us if you are looking to contract the project for professional development or technical assistance services or if you need additional information or resources.

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