



## 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 Michigan 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

[Building Support for Schools that Openly Affirm the Diversity of Sexual Orientation and Gender Identity](#) (2014). Groundspark



[Tools for Transformation](#). Social Transformation Project

[Bias, Bullying & Bystanders - Tips for Elementary School Educators](#). Welcoming Schools

## Best Practice Overview

[Statement and Guidance on Safe and Supportive Learning: Environments for LGBTQ Students](#) (2016). Michigan State Board of Education

[Toolkit: Creating Inclusive and Nondiscriminatory School Environments for LGBTQI+ Students](#) (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

[Schools in Transition: A Guide to Supporting Transgender Students in K-12 Schools](#) (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.

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### About the Michigan LGBTQ+ Students' Project

The Michigan LGBTQ+ Students Project has supported Michigan educators for over 20 years. Though previously supported by grants from sources such as the Michigan Health Endowment Fund, the project currently has no dedicated funding. We are seeking new paths to continue 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. 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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For questions about the project, including workshop or technical assistance requests, please email [milgbtqstudentsproject@gmail.com](mailto:milgbtqstudentsproject@gmail.com). A relevant staff member will respond to you as soon as they are able.