

Trauma Informed Care Resource Map for LGBTQ Youth

SAFETY

Children and adults feel physically and psychologically safe (e.g. the physical setting is safe and interpersonal interactions promote a sense of safety). Trauma often violates one's sense of safety, resulting in the need to regularly manage risks and threats.

- Safe space stickers
- GSA or similar club
- Affirmative support groups within the community
- Gender support plan
- Staff presence at "hot spots" throughout school campus
- Maintaining confidentiality
- Consistent response from School Resource Officers & admin
- Being alerted prior to suicide awareness/prevention presentations
- Integrate an intersectional lens into all work done across the district
- Display posters that show LGBTQ role models
- Confront and discuss anti-LGBTQ language or behaviour, whether from students, faculty, or staff
- Staff wearing LGBTQ-friendly buttons, stickers, and materials to show support

VOICE

Individuals are given the opportunity take part in decisions that impact them by being provided with choices and having a say in those choices/decisions so they can be treated fairly.

- Restroom and locker room usage
- Participation in GSA or similar club
- Staff asking about affirmed name/pronouns
- Non-judgmental listening
- Involvement in creating their gender support plan
- Educators asking questions and not making assumptions
- Having student present in meetings
- Rather than using "he/she," "(s)he," using "they" as a more comprehensive and inclusive word in documents and language
- Integrated LGBTQ+ focused lesson plans

CHOICE

Individuals are given the opportunity take part in decisions that impact them by being provided with choices and having a say in those choices/decisions so they can be treated fairly.

- Restroom and locker room usage
- Asking about names/pronouns
- Gender support plan
- LGBTQ-friendly books in media center
- Allowing for opt-out during suicide awareness/prevention presentations
- Allow same-sex couples to purchase couple's prom tickets
- Allow students to wear pro-LGBTQ clothes, pins, buttons that abide by inclusive dress code procedures.

TRANSPARENCY

Decisions are made with transparency in order to build and maintain trust with children, families, and staff members. Schools/school districts provide full and accurate information about what's happening and may happen next.

- Posted anti-bullying policies
- Messaging from admin regarding non-tolerance of harassment and discrimination
- Having "out" staff members
- Safe space stickers
- Inclusive paperwork (e.g. NOT mother/father)
- Acknowledgement of differences in "life stories" if you're cisgender/straight
- Being clear about confidentiality and limits of confidentiality
- Being honest about not knowing answers to questions
- Confront the gender separations that are enforced in the classroom, remove or replace with more neutral methods instead
- Continually reevaluate policy and procedure to ensure it is effective and fair for all students

PREDICTABILITY

Routines, procedures, and guidelines provide consistency for those impacted by trauma and allow students, staff and families to gain a sense of what is likely to happen next.

- Participating in LGBTQ-specific events/activities throughout the year
- Consistent responses from all adults in reference to anti-LGBT language
- Consistent enforcement of dress code, PDA, etc.
- Use of gender support plan
- Provision of inclusive language (e.g. partner, significant other)
- Ongoing professional development for staff
- Collaboration with outside LGBTQ+ organizations
- Consistent and ongoing work to identify and confront heterosexist and cissexist beliefs and policies within the district
- Displays and events for LGBTQ history month