InsideOUT
Taking the Lead:
Creating Rainbow Inclusive Schools

Our Vision

All young people of minority sexualities, genders and sex characteristics in Aotearoa New Zealand have a sense of belonging and safety in their schools and communities.

Our Resources

Starting and Strengthening
Rainbow Diversity Groups

Setting the Scene

New Zealand research on rainbow people

the statistics used throughout this presentation are drawn from the University of Auckland's Youth 2000 series (2012) which is a census study at 91 randomly selected composite and secondary schools across New Zealand or from ERO's report, Bullying Prevention and Response: Student Voice May 2019

1 in 25

Young people reported that they identified as transgender (1.2%), or were questioning their gender (2.5%).

1 in 12

Young people identify with a minority sexuality (e.g. gay, bisexual), or are questioning their sexuality.

1/3

were aware of their sexual attraction to the same, or multiple genders by the age of 11

1/2

were aware of their sexual attraction to the same, or multiple genders by the age of 15

53%

Of survey participants with minority sexualities had come out to someone close to them

15%

Of them felt they could easily talk to their family about their sexuality

4.5x

More likely to be hurt or bullied at school on an ongoing basis.

57%

Were worried someone would hurt or bother them at school.

43%

Had been hit or physically harmed on purpose at school in the last year.

There was no change between 2001-2012 in the amount of bullying students of minority sexualitites were facing.

58%

Of gender diverse students experience bullying at school

5x

More likely to attempt suicide.

Why?

- Minority stress
- Stigma & discrimination
- Rejection from family/friends
- Feeling isolated and disconnected
- Lack of respect and understanding of the diverse forms of sexuality, sex, and gender

I THINK WHAT BEING NON BINARY AND TRANSFEMININE
MEANS TO ME IS

Coming Out

If someone comes out to you, some helpful things to say might be:

- Thank you for telling me
- Awesome, cool, I support you, I accept you, I'm here for you
- I won't tell anyone (unless you want me to)
- How are you feeling about it? Do you need any support?

Let them know about local groups and 0800OUTLINE

Five Things Every School Can Do To Create Inclusive School Culture

Provide gender neutral uniforms, changing rooms and toilets that anyone can access

Include positive rainbow representation across the curriculum

Challenge gender stereotypes and remove gender binaries from activities

Prevent and respond to bullying, including homophobic, biphobic, transphobic or gender based violence

Undergo professional development training on sexuality and gender diversity for all school staff

What Can Schools Do?

- **Recognise** diverse families
- **Looking at enrolment forms** - do they ask for a mother and father? Are there more gender options than male and female?
- **Support** a QSA/rainbow diversity group
- **Take part** in campaigns like Day of Silence and Pink Shirt Day
- **Acknowledge** rainbow students leadership

What Can Schools Do?

- **Ensure anti-bullying policies** address homophobia, biphobia, transphobia
- **Ensure other policies and activities are inclusive** eg. school balls, camps, enrolment, name changes, sports, kapa haka, choir
- **Ensure the health curriculum teaches comprehensive and accurate** information about rainbow young people and includes them throughout
- **Have visual signs of inclusion** around the school eg. posters and pamphlets

What Can Schools Do?

- **Lead from the top** - make it a priority for BoT and school leadership
- **Involve students** in conversations around bullying and diversity
- **Engage whānau** - keep them informed and provide opportunities for them to get involved
- **If you face resistance** - explain what you're doing, use the law and focus on student wellbeing

What about rainbow staff members?

Pronouns

- Let people declare their pronouns in email signatures or on the intranet

- From the get-go, when interviewing and hiring people

- Normalise asking for pronouns when hiring, or on forms

- Normalise talking about your own pronouns and offering it in meetings

Policies and Processes

- Existing policies and processes made clear and accessible to all staff and students

- Inclusive policies on bullying, harassment, complaints, leave, parental leave, transition

- Diverse and supportive hiring practices - explicit inclusion in job ads, mention values of diversity in interviews

- Inclusive forms and databases

Incorporating gender neutrality

- Inclusive uniforms/dress code if applicable

- Gender neutral toilet and changing room options

- Inclusive language use eg. team, folks, everyone, greetings in Te Reo Māori

- Inclusive forms - if asking for gender, why? If necessary, include a write-in option, or at minimum a third box for ‘gender diverse’.

Education

- Ongoing rainbow education, training and awareness opportunities - not one-off

- Bring rainbow education into induction

- Don’t make it solely rainbow staff or student’s responsibility to make it happen

- Provide resources for people to utilize in their own time and further develop their knowledge and capability

Visibility

- Representation on a public level eg. online presence
- Rainbow symbols in your space eg. posters, brochures, rainbow flag, trans flag
- Support for a rainbow diversity group within your school
- Support the rainbow community eg. mufti days, guest speakers, awareness days
- Hire rainbow people and give them equal opportunity in leadership

Zero tolerance for discrimination

- Challenge others when they're being discriminatory

- Strong messages from leadership that they respect the rainbow community and will not discriminate

- Clear channels for people to report bullying, harassment, complaints - ideally anonymous options

Support and Respect

- Acknowledge the diversity within the rainbow community - invisibility of identities like bisexual, non-binary and takatāpui

- Ask questions from a place of respect and ask questions before you ask questions

- Avoid tokenizing rainbow people

- Respect individual’s confidentiality and privacy

Support To Build Your Capacity

- Staff training, interactive workshops and seminars available
- Tailored workshops to work with client-facing staff on rainbow inclusion
- Consultations on policies, processes, resources - anything!
- Speakers from the rainbow community

Resources

www.insideout.org.nz - free resources, project info, schools support, volunteer opportunities, training and consultancy

0800OUTLINE – free phone line where all counsellors are from the rainbow community, also provides some face to face counselling

https://takatapui.nz/ - resource hub for takatāpui and whānau

Promoting Wellbeing Through Sexuality Education - ERO September 2018 Report

Youth 12' Young People Attracted to Same/Both Sexes Report

Youth 12' Transgender Young People Fact Sheet

Gender Minorities Aotearoa - resources for trans and gender diverse people, friends and whānau

Supporting LGBTQIA+ Students - http://www.inclusive.tki.org.nz/guides/lgbtiqa

InsideOUT

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