

PROMISING PRACTICES IN EDUCATION

Kezia Gilyard (they/them)

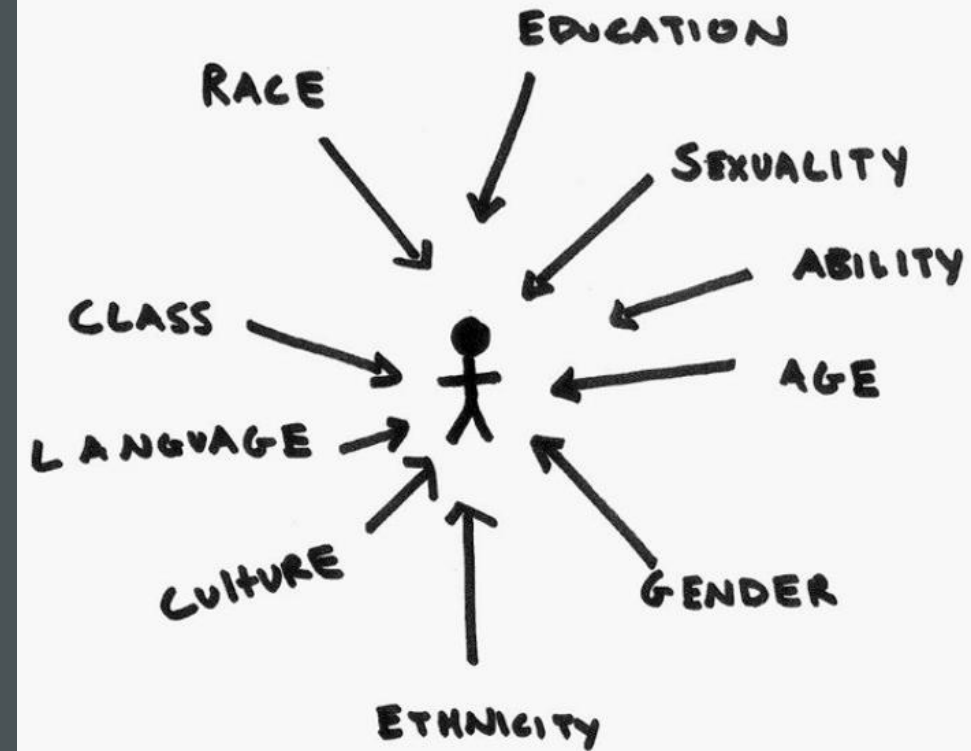
Broward County Public Schools

www.keziagilyard.com

Keziagilyard@gmail.com

BE KNOWLEDGEABLE ABOUT YOUR PRIVILEGE

- It is not enough to study systems of oppression. You must seek deeper understanding of the ways in which you experience various levels of privilege.
- Know the students you serve
- LGBTQIA+ support must be culturally responsive



LGBTQIA+ COORDINATOR

- This topic needs and deserves a full time well-paid employee. 😊

TRAINING, TRAINING, TRAINING



Tiered professional development for all stakeholders is ideal



Courses should take place at various times and for various lengths of time



Consider incentives (direct payments, books, prizes, certificates, awards)



SROs and security require specialized training

Schools In Transition

A Guide for Supporting Transgender Students in K-12 Schools



TRANS STUDENT ACCOMMODATIONS FORM

- Remember to ask about mental health
- Remember to respect your student's privacy and autonomy



HUMAN
RIGHTS
CAMPAIGN

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The Safe Zone Starts With Me



ADVERTISE IN YOUR SPACE

- Disengage from heteronormative conversations and assumptions
- Get creative with your advertisements
- Be knowledgeable before you display your support

GSA SUMMITS

- Protect your students identities on the parent permission slips
- Ensure the summits are culturally responsive
- Center student voices

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ENGAGE LEADERSHIP



Superintendents



Board members

LGBTQIA+ MENTORSHIP



**Big Brothers
Big Sisters®**

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LGBT HISTORY MONTH (OCTOBER)

- (Coincides with Hispanic Heritage Month)



SAFE TO BE ME COALITION

- Engage everyone: parents, community members, students, educators, healthcare professionals, etc.

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SEXUAL HEALTH COLLABORATION

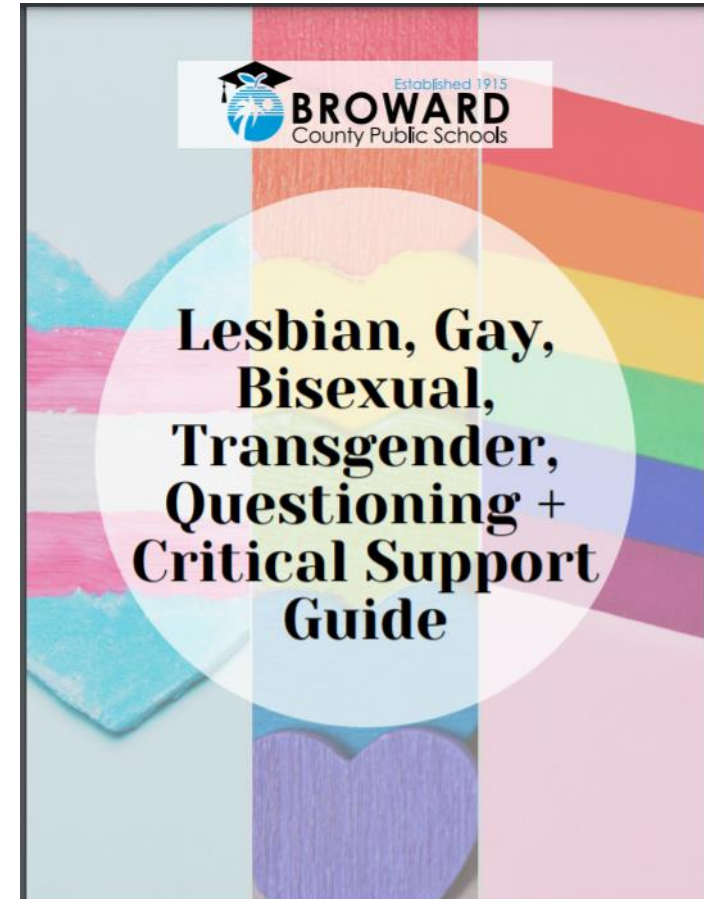
- Sexual health should be completely separate from LGBTQIA+ work
- Always vet sexual health resources for LGBTQIA+ inclusivity
- Create student safety plans for students who engage in survival sex work
- All nurses need LGBTQIA+ professional development

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LGBTQ+ CRITICAL SUPPORT GUIDE

[www.browardschools.com/
lgbtq](http://www.browardschools.com/lgbtq)



RESOURCE HUBS

- Resources should be easily accessible and in ADA compliant spaces.
- Always include mental health resources
- Educational resources should be listed as “approved by [entity name]”
- Consider links in your email signature

DEMOGRAPHIC SYSTEMS

- Remove gender when possible
- Allow affirmed names when possible
- Provide the opportunity to display pronouns when possible

[Mx.](#) Kezia Gilyard, M.Ed.

Pronouns: they, them, theirs

["What are they/them pronouns?"](#)

["But that's grammatically incorrect!"](#)

LGBTQ+ Coordinator

Equity & Diversity

Broward County Public Schools

Lauderdale Manors Early Learning & Family Resource Center

1400 NW 14 Court

Ft. Lauderdale, FL 33311

Become a Safe Badge Designee!

<https://www.browardschools.com/lgbtq>

PANEL: _____	A03. DEMOGRAPHICS				YEAR: 16
STDT: _____	KEY: _____				TYPE: _____
LAST	APP FIRST	MIDDLE	AKA	AFFIRMED FIRST	
_____	_____	_____	_____	_____	
RESNBR	DR	STREET	TYPE	APT/BLDG	CITY
_____	_____	_____	_____	_____	_____
			ST	ZIP+4	RES CY
			FL	_____	06

The same field can also be found on the L-15 panel entitled “Student Affirmed First Name”.

PANEL: _____	L15. STUDENT CONTACT INFORMATION				YEAR: 16
STDT: _____				SCHL: _____	GR: _____
STUDENT	MAJ	ST: _____	STUDENT AFFIRMED FIRST NAME: _____		
CELL #:	(_____)	_____ - _____	EMAIL: _____		
			STUDENT SIBLINGS		

Schools should enter the affirmed name on both the A-03 panel and the L-15 panel.

DIRECT PARENT SUPPORT

- Go to parents
- Listen to parents
- “An angry parent is an engaged parent, and an engaged parent can be swayed.”
- Provide scripts for FAQs

GENDER- NEUTRAL
RESTROOM SIGNS

