

# Good Practices for Substitute Teachers

*Because an affirming, safe school environment improves academic and mental health outcomes for LGBTQIA+ students.*

| Good Practice  | Examples  |
|--|---|
| Assume that the class includes LGBTQIA+ students.                              | Talk and behave respectfully, as you would with LGBTQIA+ colleagues.  |
| Use non-gendered language to refer to students as a group.                     | Good morning, class. Good work, everyone. Hey students, listen up.  |
| On the class list, use each student's preferred name (not legal name).         | When taking attendance, when assigning students to groups, etc.   |
| If you aren't sure of a student's gender, use neutral pronouns.                | Them/them/their. You can work with Ryan; they are working on the same lesson.   |
| Sort and divide students in non-gendered ways.                                 | If your first name starts with a to g... If your favorite fruit is an apple...  |
| In examples, stories, and word problems, include LGBTQIA+ people among others. | <p>Steve's moms have a total of five siblings. If one mom has two siblings, how many siblings does the other mom have?</p> <p>Bayard Rustin was one of the most influential organizers of the civil rights movement. He died in 1987, but President Obama awarded him the Medal of Freedom posthumously in 2013, which his life partner Walter Naegle accepted for him. I say "life partner" because they were a couple before gay marriage was legal.</p> <p>Write about someone you admire. For example, I would write about my friend Jessie because they always stand up for justice.</p> |
| Stop anti-LGBTQIA+ words and behavior.   | Stop. In this classroom we respect all people. [Address issue as you would racism, ableism, etc.]   |

# Glossary

|                              |   |
|------------------------------|---|
| <b>Sex assigned at birth</b> | Sex (male, female, intersex) assigned to an infant at birth based on visible sex organs, including genitalia and other physical characteristics.                                  |
| <b>Intersex</b>              | Born with ambiguous physical characteristics that appear neither typically male nor female; often assigned a gender and subjected to surgery to create appearance of that gender. |
| <b>Gender expression</b>     | External appearance of gender identity, usually expressed through behavior, clothing, haircut, or voice.  |
| <b>Gender identity</b>       | Deeply held sense of being a girl/woman, boy/man, some of both, or neither; might or might not align with sex assigned at birth.  |
| <b>Cisgender</b>             | Having a gender identity that aligns with sex assigned at birth.  |
| <b>Transgender</b>           | Having a gender identity that does not align with sex assigned at birth; encompasses trans male, trans female, and terms below.   |
| <b>Nonbinary</b>             | Having a gender identity that is neither girl/woman or boy/man, or is some fixed or shifting combination of both. Also called genderqueer.  |
| <b>Genderqueer</b>           | See nonbinary.  |
| <b>Genderfluid</b>           | Having a gender identity that shifts throughout the day, week, month, or year.  |
| <b>Agender</b>               | Not identifying with any gender.  |
| <b>Sexual orientation</b>    | Inherent emotional, romantic, or sexual attraction to other people.   |
| <b>Lesbian</b>               | Woman emotionally, romantically, or sexually attracted to other women.  |
| <b>Gay</b>                   | Emotionally, romantically, or sexually attracted to people of the same gender.  |
| <b>Bisexual</b>              | Emotionally, romantically, or sexually attracted to two or more genders to varying degrees.   |
| <b>Pansexual</b>             | Emotionally, romantically, or sexually attracted to people of any sex or gender, including cis and trans.   |
| <b>Asexual</b>               | Not sexually attracted to anyone (of any gender).   |
| <b>Aromantic</b>             | Not romantically attracted to anyone (of any gender).   |
| <b>Queer</b>                 | Having any type of LGBTQIA+ identity. Used to reclaim the term from pejorative use to self-identify with the LGBTQIA+ community.  |