



Did you know?

- 54%** *of LGBTQ teachers have heard colleagues use homophobic slurs*
- 73%** *of LGBTQ teachers were not out when hired*
- 34%** *of LGBTQ were advised not to come out at work*
- 49%** *of LGBTQ teachers have mentioned their partner to students*
- 95%** *of LGBTQ who are out report that the school community is supportive*

- The Every Teacher Project, 2016

Contacts:

MTS STAFF OFFICER

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EDUCATOR ASSISTANCE PROGRAM (EAP)

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WINNIPEG

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BRANDON

153, 13th Street
Brandon, Manitoba R7A 4P4
Toll Free: 1-800-555-9336
Fax: 1-204-729-8869

Resources:

RAINBOW RESOURCE CENTRE

(204) 474-0212
www.rainbowresourcecentre.org
@RainbowResCtr

KLINIC

(204) 784-4090
clinic.mb.ca

SEXUAL HEALTH RESOURCE CENTRES

Winnipeg (204) 982-7800
Brandon (204) 727-0417

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CHALLENGES FACED BY LGBTQ TEACHERS & HOW WE CAN ALL HELP

"If teachers are not feeling safe in our schools, then our students definitely are not, either."

- Dr. Catherine Taylor



Challenges faced daily in schools

"Students have yelled 'fag' into my classroom while I have been teaching. I ignored the incident as best as I could, did not tell the administration and took the following day off work as I slept very little that night."

"Teachers aren't supposed to talk about personal life...but no straight teacher avoids mentioning [a] straight partner."

"I am a married lesbian. I live in constant fear of losing my job, and constant fear that I will cause harm to students by not being myself (i.e. Setting an example)."

"I was disciplined after having my name spray painted on the side of the school '_____ is a fag'. I was called into the office, and the first question directed at me was: 'How did they know?!?' I have since moved schools."

- The Every Teacher Project, 2016

Good news

The workplace has historically been an unsafe—even hostile—place for LGBTQ teachers. However, attitudes are evolving. For The Every Teacher Project, over 3300 Canadian teachers were surveyed:

96% agree that LGBTQ rights are human rights

90% agree that "students should be allowed to express their gender any way they like"

88% support same-sex marriage

85% approve of LGBTQ-inclusive education

It is incumbent upon ALL members of the school community to make schools safe for teachers and students.

How MTS can help

MTS STAFF OFFICERS

- Advise you on your rights

MTS EAP COUNSELLORS

- Provide emotional support
- Direct you to appropriate resources to help guide you through the coming out process, if desired

How MTS members can help

PRINCIPAL & COLLEAGUES

- Promote respect and awareness of LGBTQ issues
- Address violations of LGBTQ rights in the school
- Use LGBTQ learning materials

How school communities can help

SCHOOL DIVISIONS

- Develop policies that value LGBTQ employees
- In job postings, welcome LGBTQ applicants

PARENTS AND STUDENTS

- Learn about human rights
- Become aware of issues facing LGBTQ people
- Promote respect for all people

REMEMBER, all human rights are **EQUALLY** important.

HUMAN RIGHTS CODE

PROHIBITS DISCRIMINATION
BASED ON 13 CHARACTERISTICS,
INCLUDING:

- **sex** (including gender-determined characteristics)
- **gender identity,**
- **sexual orientation**

