### Did you know?

54%

of 2SLGBTQIA+ teachers have heard colleagues use homophobic slurs

**73**%

of 2SLGBTQIA+ teachers were not out when hired

34%

of 2SLGBTQIA+ were advised not to come out at work

49%

of 2SLGBTQIA+ teachers have mentioned their partner to students

**95**%

of 2SLGBTQIA+ who are out report that the school community is supportive

### **Contacts:**

**MTS STAFF OFFICER** 

(204) 888-7961 or 1-800-262-8803

Kii SERVICES: SUPPORTING MTS MEMBERS AND THEIR FAMILIES

mbteach.org/mtscms/2025/01/01/mts-kii/

#### **WINNIPEG**

191 Harcourt Street Winnipeg, Manitoba R3J 3H2 Phone: (204) 888-7961 Toll free: 1-800-262-8803

Fax: (204) 831-0877

Toll free fax: 1-800-665-0584

### **Resources:**

### **RAINBOW RESOURCE CENTRE**

(204) 474-0212

www.rainbowresourcecentre.org @RainbowResCtr

#### **KLINIC**

(204) 784-4090 klinic.mb.ca

#### SEXUAL HEALTH RESOURCE CENTRES

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

### KA NI KANICHIHK

(204) 953-5820

www.kanikanichihk.ca

# Allyship

How to
Support
2SLGBTQIA+
colleagues

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

- Dr. Catherine Taylor



**MAY 2024** 

### Realities of challenges faced 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

### **Statement of Commitment**

- Ensure an environment that is free from all forms of discrimination, hate, and oppression
- Ensure the use of respectful language.
- Ensure positive representation of diverse identities in the classroom

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

### What Supports are Available to Help?

### CHECK IN

- Events on a global and local scale have vicarious impact
- Ensure issue is not minimized (intent vs. impact)

### SHOW UP

Rallies and events

### STAND UP

- Acknowledge and address acts of discrimination
- Continuing Education

### **How MTS members can help**

### PRINCIPAL & COLLEAGUES

- Promote respect and awareness of 2SLGBTOIA+ issues
- Address violations of 2SLGBTQIA+ rights in the school
- Use 2SLGBTQIA+ learning materials

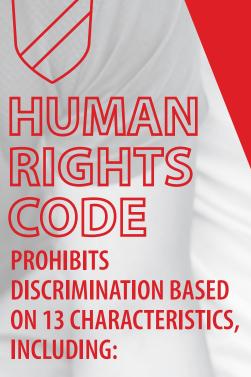
## How school communities can help

### SCHOOL DIVISIONS

- Develop policies that value 2SLGBTQIA+ employees
- In job postings, welcome 2SLGBTQIA+ applicants

### PARENTS AND STUDENTS

- Learn about human rights
- Become aware of issues facing 2SLGBTQIA+ people
- Promote respect for all people



- **Sex** (including gender-determined characteristics)
- **p** gender identity,
- > sexual orientation