The Top Ten:
Things You Can Do to Support
Lesbian, Gay, Bisexual, Transgender & Questioning Students

1. Always **remember that there are lesbian, gay, bisexual, transgender and questioning students around you**, whether you know who they are or not. There are also other people who know and care about lesbian, gay, bisexual, transgender and questioning people and do not want to hear them demeaned, bullied or denigrated.

2. Find ways to **proactively show your support** for your lesbian, gay, bisexual, transgender and questioning students:
   - Include lesbian, gay, bisexual, transgender and questioning identity as part of discussions about diversity
   - When the topic comes up among students or in class discussions, voice your support for lesbian, gay, bisexual, transgender and questioning identity
   - Set a standard for respect in your interactions and in your school that includes respect for lesbian, gay, bisexual, transgender and questioning people
   - Include lesbian, gay, bisexual, transgender books, films and resources in your office or library
   - If your school has an LGBT organization, volunteer to help or even just visit the club during meetings so they know you and know you are supportive
   - Educate yourself about sexual orientation and gender identity so you know what is accurate and what isn’t
   - Include lesbian, gay, bisexual, transgender related examples in your work

3. **Always challenge derogatory and/or bullying language**, jokes or behaviors that demean lesbian, gay, bisexual, transgender and questioning people (or anyone else for that matter). Challenge students and colleagues. Use every teachable moment.

4. Remember that lesbian, gay, bisexual, transgender and questioning people will often send hints and “test the water” to see if you are open to what they need to say.

5. When your lesbian, gay, bisexual, transgender and questioning students come out to you, **listen** and be supportive

6. Know what **resources** are available so that you can refer students to them

7. Be willing to **examine your own homophobia and ignorance** to be sure that you aren’t unintentionally reinforcing negative stereotypes or sending negative or mixed signals. Take the initiative to get accurate information.

8. **Be conscious of the examples you use**, the language you use, the way you decorate your office or classroom, the materials you produce, the traditions in your school: do they send a message that everyone is or should be heterosexual? Do they exclude students who are lesbian, gay, bisexual, transgender and questioning?

9. **Develop supportive connections** with other staff who want to support lesbian, gay, bisexual, transgender and questioning students.

10. **Respect confidentiality** at all times (unless you perceive the potential for harm to someone). It is imperative that you can be trusted.