



• **Creating Gender-Affirming School Environments** •

Presenter: Mara Iverson

Target Audience: K–12 educators and school staff.

Educators play a critical role in ensuring the development and maintenance of safe and inclusive environments for all students. Vermont's Youth Risk Behavior Survey data continues to paint a clear and alarming picture of the disproportionate rate at which gender-expansive and LGBTQ+ youth are among our most vulnerable. LGBTQ+ youth report that teacher comprehension and support around LGBTQ+ identity is the largest factor in whether school is a safe place or not.

In this workshop, participants will increase understanding, comfort, and fluency around the topics of gender and sexuality, work through case studies, and examine current best practices in K–12 settings. We'll spend a portion of our time in elementary and secondary groups in order to better focus on developmentally specific issues and questions. You will leave with a road map for how to bring your staff, students and families alongside you as you learn how to foster a climate and culture that remains current with an ever-changing gender landscape.

**COMMENTS FROM
PREVIOUS
PARTICIPANTS...**

"It was really helpful to spend a day considering language, privilege, and communication as it relates to all youth, but especially LGBTQ+ youth."

"The presenters were knowledgeable, skilled, funny, and created an atmosphere where it was safe to discuss sometimes uncomfortable topics."

"This workshop taught me useful classroom tools as well as ways to improve my attitude and rapport with students."

Dates: October 21, 2019
Place: Hilton Garden Inn, Lebanon, NH
Cost: \$190 (lunch included)
Time: 8:30-3:30
[Register for Workshop # 1](#)





• **LGBTQ + Allyship: Creating Gender-Celebrating School Environments Beyond the Basics** •

Presenter: Mara Iverson

***Target Audience:** Educators and administrators who have engaged in foundational learning of gender and sexual identity in youth. Especially valuable for those who have begun implementing gender-affirming changes within their schools and are seeking guidance on next steps.*

The dynamics involved in supporting LGBTQ+ students are constantly evolving. Best practices can change quickly, but implementing new procedures takes time. Making cultural shifts that change hearts and minds, however, requires patience and persistence. If your school has already established gender-neutral bathrooms and/or updated other policies and practices to be inclusive of students of all genders and sexualities, it can be hard to imagine next steps.

Participants will learn to distinguish between different levels of commitment to inclusion and allyship. We will also define and understand the roles of implicit bias and intersecting identities in addressing challenges students may face at school. Participants will leave this workshop with strategies for coalition-building and shifting root causes of inequity at school. Join us as we explore the difference between increasing safety at school and creating genuinely affirming and celebratory environments for students of all genders and sexualities.

***Mara Iverson** is Director of Education at Outright Vermont, a statewide LGBTQ+ youth advocacy organization. She has worked at universities in Pennsylvania, Texas, and Vermont and has 15 years of LGBTQ+ advocacy and education experience. Mara also works in advocating for racial justice and understanding and managing implicit bias.*

Dates: March 27, 2020
Place: Capitol Plaza, Montpelier, VT
Cost: \$190 (lunch included)
Time: 8:30-3:30

[Register for Workshop # 2](#)

