

Tools and Strategies for Including Sexual Orientation and Gender Identity Diversity in Professional Development

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I. Setting the stage for change

A. NAEYC Code of Ethical Conduct

<http://www.naeyc.org/about/positions/pdf/PSETH98.PDF>

B. NAEYC Code of Ethical Conduct: Supplement for Early Childhood Adult Educators

<http://www.naeyc.org/about/positions/ethics04.asp>

C. The price of silence

II. Shift happens

A. Strategies

1. Infusion

2. Extension

- Ask teachers/students to find a good source of books for children (library, resource room, classroom).
- Ask each participant to review several books to identify three books with content and illustrations that would be of interest to 3-4 year olds.
- Using the attached checklist, review the books once more with an eye to how culturally appropriate they are.

3. Stand Alone

B. Resources and Tools (see attached handout)

- Print Materials: Forms Loom Large
- DVD/Videos: *Both My Mom's Names are Judy; That's a Family*
- Curriculum: *Making Room in the Circle*

III. Going beyond Intention: Action

A. Will you take responsibility?

B. Will you make a commitment access and use new resources? Try new strategies?

C. What will you do differently over the next month? The next year?

Strategies for Welcoming and Including Lesbian, Gay, Bisexual, and Transgender (LGBT) Families in Early Childhood Settings

1. Read children's books that include LGBT families, and have them regularly accessible for children on the bookshelves.
2. Have photos and curricula that reflect diverse family structures as a regular and ongoing part of the environment.
3. Ensure that all forms used in the program have language that includes all family structures. For example, on emergency forms, instead of one line for mother and one line for father, have two or more lines that say "parent/guardian."
4. Ask families to tell you the language they use to describe different family members, and use the language of their family. For example, Johnny has two fathers. His father Rick is called "Papa" and his father Enrique is called "Daddy." When Rick arrives to pick Johnny up at the end of the day, make sure to tell him his "Papa" is here. Do not say your "Daddy" is here.
5. Use language in parent and staff handbooks that explicitly welcomes and includes LGBT families.
6. Develop ongoing staff trainings and parent meetings to address issues of diversity that include LGBT families.
7. Invite LGBT parents, youth and staff from the community to share their experiences and stories with staff and parents in the program. This is an effective way to deepen understanding and broaden perspectives about LGBT issues. This can also create an opportunity for people to ask questions they want to know the answers to but feel awkward asking.
8. Have anti-discrimination policies and procedures that protect LGBT families and staff.
9. When questions, comments, or conflicts about LGBT issues arise with children, address them directly. Speak with families about what has come up, and partner together to find effective strategies.
10. Celebrate a "Person You Love Day" rather than Mother's Day and Father's Day. In this way, all children, no matter what their family structure, can be included in the celebration.

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Checking for Cultural, Linguistic and Ability Diversity in Children's Books



CHARACTERISTICS ^{+#*}	YES	NO	N/A	COMMENTS
1. Look at the illustrations. Do you see stereotypes or tokenism?				
2. Check the story line. How are problems resolved?				
3. Look at the lifestyles. Do they support or refute stereotypes?				
4. Look at relationships among the characters. Are different families depicted? Lesbian and gay family members? Multigenerational families?				
5. Look at how the characters treat each other. Do characters model views or actions that you would like children to emulate?				
6. Look at any adult characters who are diverse. Are they treated like mature, capable individuals? Or like children?				
7. Look at the roles of the characters who are diverse. Are these characters shown as active and capable? Or sad and helpless?				
8. Note the heroes. Are there also heroines or “sheroes”?				
9. Consider the effect on a child's self-image. Are there one or more characters with whom a young child who is diverse can readily identify in positive and constructive ways?				
10. Consider the educational value of the story. Will it help to expand a child's world view? Will it build knowledge of other cultures and lifeways?				
11. Watch for loaded words. Is person-first language used (e.g., a <u>child</u> with a <u>disability</u>)? Is current and preferred terminology used? HINT: Look at the copyright date. Sometimes older books have outdated terminology or images.				
12. Consider the author's or illustrator's background. What unique perspectives do they bring to their work?				

This checklist was adapted by Camille Catlett and Sue George from the sources listed below.

⁺ Derman-Sparks, L. & A.B.C. Task Force. (1989). *Anti-bias curriculum: Tools for empowering young children*. Washington, DC: NAEYC.

[#] Ten quick ways to analyze children's books for sexism and racism (<http://www.birchlane.davis.ca.us/library/10quick.htm>)

^{*} Barnes, E., Berrigan, C., & Biklen, D. (1978). *What's the difference?* Syracuse, NY: Human Policy Press.

Strategies, Resources and Tools for Including Sexual Orientation and Gender Equity in EC Courses and Trainings

Goal	Activities/Tools	Outcomes
Awareness	<ul style="list-style-type: none"> • Personal Stories • Code of Ethics • Adult Education Code of Ethics • <i>That's a Family</i> clip • <i>Both My Mom's Names are Judy</i> clip • Human Bingo • Gay World • Songs and finger plays 	<p>Increased understanding that our professional codes of ethics (practitioner and adult educator) call on us to affirm and work with the whole identities of adult and child learners.</p> <p>Increased recognition that GLBT children and adults are in our midst and we are called to be inclusive and respectful.</p> <p>Increased appreciation that by <i>not</i> recognizing GLBT individuals and families in our midst we contribute to their invisibility and marginalization which may be harmful in a variety of ways.</p>
Short Term Action/ Follow Through	<ul style="list-style-type: none"> • Human Bingo • Gay World • Adapting current curriculum to reflect GLBT • Having a conversation like this workshop back at your organization • Articles (e.g., http://www.journal.naeyc.org/btj/200705/pdf/Missing-Rowell.pdf) and books • Children's books • Games • Websites (www.amazeworks.com; www.twolives.com www.rainbowfamilies.com ; www.rainbowrumpus.org) • LGBT Interest Forum 	<p>Participants can identify ways they can better appreciate GLBT perspectives, understand GLBT issues, and appreciate and promote GLBT inclusion.</p> <p>Participants will look at their current curriculum and practices and identify opportunities to introduce and include GLBT perspectives.</p> <p>Participants will increase their knowledge of tools and resources to advance their own, and their student's understanding and appreciation of GLBT individuals and families.</p>
Longer Term Action/Follow Through	<ul style="list-style-type: none"> • <i>Making Room in the Circle</i> curriculum www.parentservices.org • Quality of Child Care for Lesbian, Gay, Bisexual, Transgender Parents: A Checklist for Parents and Caregivers http://www.fpg.unc.edu/~handouts/LGBT_ECE_Checklist.pdf • Crosswalks Talks http://www.fpg.unc.edu/~scpp/crosswalks/pages/crosswalktalks.cfm 	<p>Participants will be encouraged to develop longer range plans to include GLBT perspectives.</p>

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Curriculum

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Order from:

Parent Services Project, Inc.
 79 Belvedere St. #101
 San Rafael, California 94901
 Phone: 415.454.1870
 Fax: 415.454.1752

Cost:

Manual (color) \$100
 Manual (B&W) \$ 60
 CD in PDF \$ 20

family@parentservices.org

<http://www.parentservices.org/>

Videos

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Community Resources

American Civil Liberties Union (ACLU) Lesbian and Gay Rights Project

A national organization committed to promoting justice for LGBT people. (212) 549-2627; www.aclu.org.

Children of Lesbians and Gays Everywhere (COLAGE)

A national organization committed to the well-being and understanding of children of lesbian, gay, bisexual, and transgender parents. (415) 861-5437; www.colage.org.

Family Pride Coalition

A national organization solely devoted to securing equality for lesbian, gay, bisexual, and transgender parents and their families. (202) 331-5015; www.familypride.org.

Gender Public Advocacy Coalition (GenderPAC)

GenderPAC works to end discrimination and violence caused by gender stereotypes by changing public attitudes, educating elected officials and expanding human rights. GenderPAC also promotes understanding of the connection between discrimination based on gender stereotypes and sex, sexual orientation, age, race, class. www.gpac.org.

Gay, Lesbian, Straight Education Network (GLSEN)

A national organization committed to raising the awareness of and combating homophobia in the schools. (212) 727-0135; www.glsen.org.

Human Rights Campaign (HRC)

A national organization dedicated to promoting public policy and visibility for LGBT people. (202) 628-4160; www.hrc.org.

Lambda Legal Defense and Education Fund

A national organization committed to increasing legal protections and awareness of legal issues related to LGBT people. (212) 809-8585; www.lambdalegal.org.

National Black Justice Coalition

A national civil rights organization of Black lesbian, gay, bisexual, and transgender people and allies dedicated to fostering equality by fighting racism and homophobia. The Coalition advocates for social justice by educating and mobilizing opinion leaders, including elected officials, clergy, and media, with a focus on Black communities. www.nbjc.org.

NCLR National Center for Lesbian Rights (NCLR)

A national organization committed to promoting legal justice for lesbians and others in the LGBT community. (415) 392-6257; www.nclrights.org.

National Coalition for Dialogue and Deliberation,

This online resource helps to foster conversation, participation and action towards equity for LGBT people. <http://www.thataway.org/resources/practice/issues/lgbt/lgbt.html#guides>

National Gay and Lesbian Task Force (NGLTF)

A national organization committed to grassroots organizing that promotes visibility and equality for all LGBT people. (202) 332-6483; www.thetaskforce.org.

Parents, Families and Friends of Lesbians and Gays (PFLAG)

A national organization that creates community and builds awareness about LGBT people and their challenges. www.pflag.org.

Public Conversations Project

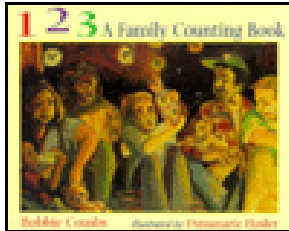
Promotes constructive conversations and relationships among those who have differing values, world views, and positions related to divisive public issues. www.publicconversations.org

Two Lives Publishing

A publishing and distributing business that creates and provides books for and about LGBT families. (610) 532-2852; www.twolives.com.

Children's Books that Include Lesbian, Gay, Bisexual and Transgender (LGBT) Families

Compiled by Lee Lesser; formatted by Camille Catlett & Tracy Zimmerman

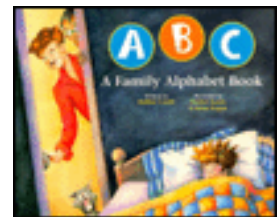


1-2-3 Family Counting Book by Bobbie Combs. (2000). Ridley Park, PA: Two Lives Publishing. (out of print)

This book both teaches about numbers and the diversity of families. It features rhymes, rhyming and illustrations of loving and playful moments. The book should be available again soon.

ABC: A Family Alphabet Book by Bobbie Combs. (2000). Ridley Park, PA: Two Lives Publishing.

This alphabet book illustrates moments with different LGBT families for each letter. It is engaging and fun. The illustration for the letter "B" has a little girl wearing an Indian costume, which does not seem culturally respectful and might offer an opportunity for other learning.

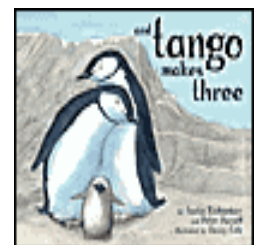


All Families are Special by Norma Simon. (2003). Morton Grove, IL: Albert Whitman & Company.

Families of many shapes and sizes — adopted children, single parents, two mommies, stepfamilies, grandparents, divorced parents — are described in this important introductory resource for teachers wanting to explore the diversity of families in a friendly and non-threatening way.

And Tango Makes Three by Justin Richardson and Peter Parnell. (2005). New York: Simon & Schuster Children's Publishing.

Based on the true story of two male penguins at the Central Park Zoo who built a nest, and hatched and raised a chick from an egg that a zookeeper placed in their nest. It is a funny and tender story about the love in a family.

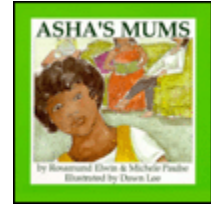


Antonio's Card / La Tarjeta de Antonio by Roberto Gonzalez. (2005). San Francisco: Children's Book Press.

In this bilingual English/Spanish book with vivid illustrations, Antonio searches for how to express his affection for his mother and her partner, on Mother's Day. He learns to recognize and appreciate the special gifts of his family, even in the face of ridicule from his friends.

Asha's Mums by Rosamund Elwin and Michele. (1993). Toronto: Women's Press.

A field trip form signed by Asha's moms and rejected by the teacher sparks a more in-depth discussion about the diversity of families. Asha's Mums is one of the rare books on this list where the main characters are people of color.

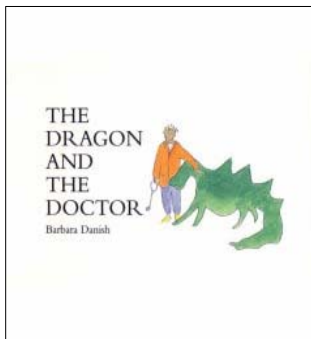
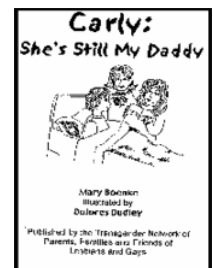


Best, Best Colors / Los Mejores Colores by Eric Hoffman. (1999). St. Paul, MN: Redleaf Press.

This bilingual English/Spanish book follows Nate with his two moms and his friends as he discovers the richness of having lots of colors and friends to celebrate.

Carly: She's Still My Daddy by Mary Boenke and Dolores Dudley. (2004). Order from maryboenke@aol.com

This is the only children's book we found that addresses transgender parents. It is written from a child's point of view about his father's transition from Carl to Carly. It is appropriate for elementary school children and introduces responses, experiences, and terms related to transgender people in a simple and clear way.



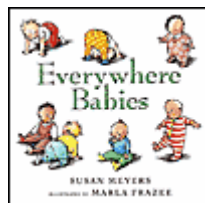
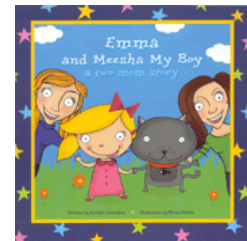
The Dragon and the Doctor by Barbara Danish. (1995). New York: The Feminist Press at the City University of New York.

Back in print after a 16-year hiatus, this whimsical and fun story features a dragon with a sore tail who visits Doctor Judy and Nurse Benjamin. Once cured, the dragon introduces the female doctor and male nurse to her diverse group of friends, including little Lucy who has two mothers.

Emma and Meesha My Boy, a Two Mom Story by Kaitlyn Considine. (2005). West Hartford, CT: Two Mom Books.

<http://twomombooks.com/>

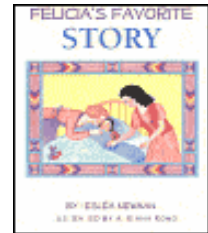
With cartoon like illustrations, this child-friendly story shares the adventures of Emma, her cat Meesha, and her two moms.



Everywhere Babies by Susan Meyers. (2001). San Diego, CA: Harcourt, Inc.

Featuring expressive pencil and watercolor paintings, this book depicts adults from diverse family structures in loving and caring moments with their babies. It is available as a board book or in hardcover.

Felicia's Favorite Story by Leslea Newman. (2002). Ridley Park, PA: Two Lives Publishing.



Felicia's favorite bedtime story is about how she was adopted and how much her mothers loved her right away. This book is a simple way for children to learn about a loving family with two moms and an adopted daughter. Felicia is from Guatemala; Mama Nessa is from New York; and Mama Linda is from Puerto Rico.



King and King by Linda DeHaan and Stern Nijland. (2000). Berkeley, CA: Tricycle Press.

This fairy tale has been popular and controversial; leading to lawsuits in some schools where it has been read and used as a graduation play in another. A prince is presented with many princesses to choose from to marry. His heart is stirred by another prince and they happily marry and become the King and King of their land. There is an illustration of a kiss at the end with a heart over their mouths. The illustrations are engaging and fun, and the story is unique in its portrayal of this version of happily ever after.

Luna by Julie Anne Peters. (2004). New York: Little Brown and Company. This story of a transgender teen's struggle for self-identity and acceptance is for preteens and also can be very instructive for adults.

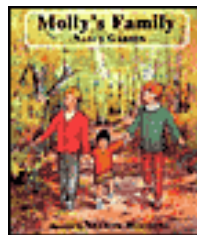


Mama Eat Ant, Yuck! by Barbara Lynn Edmonds. (2000). Eugene, OR: Hundredth Monkey Publications.

A playful, funny story about one mother in a two-mom household who by mistake eats some ant-covered raisins and inspires her youngest daughter to begin saying, "Mama eat ant, yuck!"

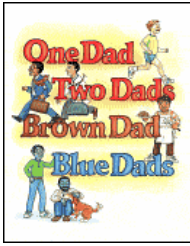
¡Manu no! / No Manu! and *Manu pone la Mesa / Manu Sets the Table* and *Manu se va a la cama / Manu's Bedtime* by Lucia Moreno Velo. (2006). Madrid, Spain: Topka. www.topkabooks.com.

These three bilingual board books are simple stories about ordinary moments in daily routines with Manu and his two moms. They are excellent and rare resources to use with infants and toddlers.



Molly's Family by Nancy Garden. (2004). New York: Farrar, Straus & Giroux.

This book provides an important role model for educators in addressing bias that can occur in their classroom. Molly, her teacher and her two moms work together to help children learn more about the diversity of families.



One Dad, Two Dads, Brown Dads, Blue Dads by Johnny Valentine. (1994)
Los Angeles: Alyson Wonderland.

In a whimsical and playful manner, a child learns about another child's "strange" family composed of blue dads. Many of the questions about having blue dads are the same questions often asked about having two dads.

Pugdog by Andrea U'ren. (2001). New York: Farrar, Straus & Giroux (out of print).

Gender biases and assumptions are explored in this delightful book about the mistaken gender identity of a dog. This book can open rich discussion for children and though it is currently out of print, it is worth looking for, and should be available soon in paperback.



While You Were Sleeping by Stephanie Burks. (2004). Victoria, Canada: Burks Publishing.

A lovely and simple story of two moms who are called to the hospital to meet their newborn adopted son right after he is born.

Who's in a Family? by Robert Skutch. (1995). Berkeley, CA: Tricycle Press.

Traditional families, single parents, lesbian and gay parents, mixed-race couples, grandparents and divorced parents are portrayed in an engaging way for children with fun illustrations of people and animals.

