

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

-The Every Teacher Project, 2016

Contacts:

MTS STAFF OFFICER

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

HUMANACARE

www.humanacare.com/mts/

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
klinik.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

 THE
MANITOBA
TEACHERS'
SOCIETY

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 2SLGBTQIA+ 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



HUMAN RIGHTS CODE

PROHIBITS DISCRIMINATION BASED ON 13 CHARACTERISTICS, INCLUDING:

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