

# Parents Presentation About SOGI in Schools

Facilitator's Guide



**SOGI123**



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*This guide has been created by ARC Foundation, in collaboration with our SOGI Educator Network, and with input and support from the [BC Confederation of Parent Advisory Councils \(BCCPAC\)](#). We are grateful for the ongoing collaboration with BCCPAC, and recognize that while produced in BC, the information contained within this guide is intended to be used across various regions.*

## Parents Presentation About SOGI in Schools

# Introduction

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This presentation is a starting point for conversations around SOGI-inclusive education for the parent community of children in the education system. There are many ways to engage with it.

## Presenting in a School Environment

If you're looking to present this in a school environment, start with your school administration, parent organization or your SOGI School Lead to make sure there is support for a presentation.

## Presenting in a Community Environment

If you're considering a community presentation, this guide can support you in delivering an Introduction to SOGI-Inclusive Education presentation from start to finish. You can facilitate the session as described or customize it to fit your facilitation style and audience.

## Incorporate Other Resources if Needed

You can find additional resources at [SOGIeducation.org](https://SOGIeducation.org) or other organizations such as [PFLAG](https://PFLAG.org). If you have further questions, you can also contact your SOGI School Lead, parent organization leadership or school administrator.

## Managing Objections

While it is important to hear everyone's views, the time set aside is often short. This session is only a starting point for ongoing discussion. Here are some strategies for maintaining balanced conversations and avoiding large conflicts that don't allow the presentation to continue:

### Before the session:

- Read "[Common Questions About SOGI in Schools – Sample Scripts for Educators](#)" on the [SOGIeducation.org](https://SOGIeducation.org) resource page the [Questions Answered](#) page to see concise ways to respond to objections.

### During the session:

- Stop tangential or complex conversations and put them in the "parking lot" by writing the topic on a dedicated chart paper. Visit this parking lot at the end of the session and identify people and places for following up on these topics.
- Agree to speak one-on-one, after the session, with anyone who wishes to express objections to SOGI-inclusive education.

### After the session:

- Allow time for informal conversations for people who want to discuss more.
- Direct participants who still have concerns to the best person to follow up with, if that is not you. This could include classroom teachers, school administration, or district administration depending on the concern.

## Parents Presentation About SOGI in Schools

# Essentials for Presenting

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### If in Person

- Have equipment ready for projecting a PowerPoint presentation and playing a video (with sound).
- Confirm that there is a WIFI connection to play the videos from the direct links in the PowerPoint. If there is no WIFI, you can download the video for this session at [SOGIeducation.org](https://SOGIeducation.org).
- Print **one copy per participant** of the Common Questions about SOGI in Schools.

### If Virtual

- Test out the presentation tools that you will be using ahead of time. Assign someone to be a tech supporter who is not a main presenter.
- Meet with any co-presenters 10–15 minutes before the presentation to double check everyone's sound quality, and ability to present
- It is recommended to host a "webinar" style presentation where each participant can only submit questions and can't speak up and over the presenter. It can be difficult to maintain a positive virtual environment if attendees are vocally objecting to SOGI-inclusive education.

### Draft Script

#### (For Emails or Otherwise)

"On [mm/dd/yyyy], I will be presenting an information session on SOGI-inclusive education at our school. The information session will share about what SOGI-inclusive education looks like in our school. Whatever your knowledge about SOGI, you are welcome. Please join me in this important conversation to make our school a safer, more welcoming place for all our students and families. You can find more information about the session and SOGI 123 at [SOGIeducation.org](https://SOGIeducation.org)."

## Parents Presentation About SOGI in Schools

# Facilitation Checklist

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### Who

- Choose your desired audience.
- Identify any co-facilitators or co-organizers (Parents, SOGI Lead, Admin)

### When

**Determine the time when the most people could attend.**

**Tips:**

- Get recommendations from the SOGI Lead or Admin
- Find out when your school's next parent's organization meeting is being held

### Where

- Decide if the session will be virtual or in person, and make sure you have what you need (e.g., the right technology access, enough space for participants).

### What

- Review the Facilitator's Guide, PowerPoint presentation, and videos for the session and confirm what you will keep and/or customize.

### Why

- Make it clear in your mind why you want to run this session and what you are hoping to achieve. Be realistic. Think of this as a starting point.

### How

**In the days/weeks preceding the session:**

- Review and/or customize the materials as desired.
- Organize equipment, collect supplies, and print handouts if in person.
- Spread the word – a registration or sign up is very helpful.

**Tips:**

- Get enthusiastic supporters onside to spread the word.
- Consider inviting questions in advance so that you can address the main concerns.
- Introduce the topic using SOGI Learning Burst videos at [SOGIeducation.org](http://SOGIeducation.org).
- Encourage attendees of all interests and knowledge levels.
- Send an email reminder closer to the date.

**On the day of the session:**

- Review your speaker's notes.
- Set up the room – whether virtual or in person before opening to all attendees.
- Conduct the session.
- Be prepared to remain after the session to answer questions if in person.

**In the days after the session:**

- Reach out to participants by e-mail or in person to get feedback.
- Conduct any discussions flagged during the session for follow-up.

# Parents Presentation About SOGI in Schools

## Speaking Notes

These speaking notes are for the pre-designed PowerPoint presentation for this session.

They describe a 40-minute interactive session, but with only brief opportunities for broader discussion. Extension activities are suggested for when more time is available to the facilitator, and longer sessions with greater discussion are always valuable. The sample script is meant as a point of inspiration to supplement the text on the presentation slide.

The PowerPoint presentation is completely customizable to accommodate any changes.

### Slide 1 | Title Slide

**1 minute**

**Sample Script:** Welcome and thank you for joining us. This is an introduction to SOGI-inclusive education for the parent community of children in the education system. Today we will learn about SOGI, SOGI-inclusive education and how these relate to SOGI 123.

### Slide 2 | Land Acknowledgement

**2 minutes**

**Note:** Begin your presentation with a meaningful and respectful Indigenous welcome or land acknowledgement. If needed, reach out to local Indigenous communities before your presentation to discuss the protocol and proper wording of the acknowledgement. You can edit the left to reflect the land that your presentation is occurring on. You are welcome to leave the left side which is the SOGI 123 wording, or edit it to reflect messaging from your area.

**Sample Script:** [insert school district/school name] is located on the traditional and ancestral lands of the [insert Indigenous Nation(s)]. This acknowledgment serves as a moment to remember the truth of colonization, its historical and ongoing impacts, and will hopefully serve as a step toward respectful and reciprocal relationships in our work. All my gratitude to the caretakers of these lands, waters, and skies since time immemorial.

### Slide 3 | Introductions

**1 minute**

**Note:** Insert an introduction to any speakers or facilitators here. If more than one presenter you can duplicate this slide to have a slide for each speaker. You are welcome to include a picture of the speaker in the picture icon.

**Sample Script:** Presenter introduces themselves

### Slide 4 | The Plan

**1 minute**

**Note:** Be sure to edit *school* to district or division depending on how broadly this presentation applies

**Sample Script:** Today we will discuss the term SOGI, as well as SOGI 123 and SOGI-inclusive education. We will explore examples of what this might look like in your school as well as what you can do at home to support your children.

# Parents Presentation About SOGI in Schools

## Slide 5 | What is “SOGI” and SOGI 123?

**1 minute**

**Sample Script:** Pronounced “so-jee,” SOGI stands for sexual orientation and gender identity. Since we all have a sexual orientation and gender identity, it includes all of us.

Some students may be unsure of their sexual orientation or gender identity. Others may identify specifically as lesbian, gay, straight, bisexual, transgender, queer, two-spirit, cisgender, or another word not listed here.

SOGI 123 is a set of teaching resources like videos, lesson plans and learning modules about sexual orientation and gender identity. SOGI 123 helps educators create a school environment that is inclusive and where students feel safe, accepted, respected and welcome.

## Slide 6 | What is SOGI-inclusive education?

**2 minutes**

**Sample Script:** At a SOGI-inclusive schools, students of all sexual orientations, gender identities, and family structures are welcome without discrimination.

SOGI is one of many topics about diversity and inclusion that may come up in schools, along with speak about race, ethnicity, religion, and ability. SOGI-inclusive education simply means creating schools that ensure every student feels like they belong. There is no “SOGI curriculum.” SOGI-inclusive education can apply to all classrooms, subjects, and age groups.

A SOGI-inclusive school means all experiences and identities are embraced and never cause for discrimination.

## Slide 7 | Why is SOGI-inclusive education happening?

**2 minutes**

**Sample Script:** Sexual orientation and gender identity and expression are protected against discrimination in all provincial and territorial Human Rights Codes in Canada.

Schools address bullying by having codes of conduct that name all areas protected from discrimination in their local Human Rights Code—including acceptable and unacceptable behaviors and consequences. Schools codes of conduct should include behaviors and consequences related to SOGI, along with all other protected areas.

Proactively creating SOGI-inclusive environments by celebrating diversity, and integrating different identities into learning, is a part of following the Human Rights Code.

## Slide 8 | Why is SOGI-inclusive education important and necessary?

**2 minutes**

**Sample Script:** Research shows that creating an inclusive school has better outcomes, both academically and socially, for **all students** – including straight and cisgender students.

Numbers come from UBC School of Nursing’s Safe and Resilient Youth surveys, and Egale, a national 2SLGBTQ+ non-profit.

## Slide 9 | What is SOGI 123?

**1 minute**

**Sample Script:** SOGI 123 is a resource for educators to make their classrooms, schools, and districts more SOGI-inclusive. SOGI 123 makes educator resources accessible across the country. Educators can choose if and when they want to use SOGI 123 resources in their classrooms as there is no required SOGI lesson plan.

# Parents Presentation About SOGI in Schools

## Slide 10 | What is SOGI 123?

**4 minutes**

**Sample Script:** SOGI 123 gets its name from its three-pronged approach to SOGI-inclusive education. When all three pillars of SOGI 123 are present in schools, all parents, staff and students feel welcome.

**SOGI 1:** Is for districts/divisions looking to create or improve SOGI policies. Policies and procedures that explicitly reference SOGI have been proven to reduce discrimination, suicidal ideation, and suicide attempts for all students.

**SOGI 2:** Is about inclusive learning environments. This can include school-wide initiatives, SOGI-inclusive posters or signs, extra-curricular opportunities or the even the way the school is built. All these things create a positive and welcoming space for all students.

**SOGI 3:** Focuses on classroom resources from recommended book lists to lesson plans for grades K through 12. Lesson plans across multiple subjects that teach diversity and respect and include examples of SOGI issues and 2SLGBTQ+ community members allow learning to reflect the SOGI diversity in students' lives and society.

As you see, SOGI 123 includes the district/division, the whole school, as well as the classroom. It's so much more than what is being taught.

## Slide 11 | What does SOGI-inclusive education look like in class?

**2 minutes**

**Sample Script:** SOGI-inclusive education is about students having conversations about the SOGI diversity in society and the importance of treating everyone with dignity and respect.

Teachers are best equipped to determine what is age appropriate for their classrooms. For example, some students are raised by single dads, grandparents, or stepparents, while some do not have a mom, and some have two. An effective K/1 lesson on family diversity will teach students that families come in all shapes and sizes.

Another lesson may discourage students from saying "that's so gay," which directly impacts the welcoming atmosphere of schools. SOGI 123 lesson plans are an optional resource for educators. They align with your regional curriculum and are meant to be customized by educators as they desire.

## Slide 12 | What does SOGI-inclusive education look like in the school?

**3 minutes**

**Task:** Read this slide out loud. Ask participants to reflect on what aspects of diversity and inclusion are important to them in the school environment.

**Sample Script:** Inclusion and diversity are commonly discussed in schools. SOGI-inclusive education is about **so much more** than what is taught in class. It is about creating a culture of inclusion within the whole school. Educators have a responsibility to reflect the diversity that we see in our school communities. By discussing diversity and discouraging discrimination, students are better able to be themselves and welcome the differences in their peers.

## Slide 13 | What does SOGI-inclusive education look like in elementary classes?

**2 minutes**

**Note:** This slide is optional depending on the interests of the audience.

**Sample Script:** Teaching about SOGI is similar to teaching about religions or cultures – we teach "about" different religions, but don't teach that students should be any of those religions.

The lesson plans listed on this slide come from the SOGI 123 website. Teachers can adjust all lesson plans as they see fit, and all lesson plans are aligned with curriculum. Each of these lesson plans give teachers ways to start discussions in the classroom. Notice how the material changes as the students mature. For example, primary lessons will be on family diversity and intermediate lessons will discuss stereotypes that we may face.



# Parents Presentation About SOGI in Schools

## Slide 14 | What does SOGI-inclusive education look like in secondary classes?

**2 minutes**

**Note:** This slide is optional depending on the interests of the audience.

**Sample Script:** Teaching about SOGI is similar to teaching about religions or cultures – we teach “about” different religions, but don’t teach that students should be any of those religions.

The lesson plans listed on this slide come from the SOGI 123 website. Teachers can adjust all lesson plans as they see fit, and all lesson plans are aligned with curriculum.

Each of these lesson plans give teachers ways to start discussions in the classroom. Notice how the material changes as the students mature. For example, primary lessons will be on family diversity and intermediate lessons will discuss stereotypes that we may face.

## Slide 15 | What does SOGI-inclusive education look like? GSAs

**1 minute**

**Note:** This slide is optional depending on the interests of the audience.

**Sample Script:** GSA typically stands for Gender-Sexuality Alliance. There are many other names a school might use from Rainbow Club to Diversity club or Queer-Straight Alliance.

GSAs typically are run by students and ensure a safe place for all students in the school. The group will be sponsored by a staff member, and the group will meet frequently to discuss topics, organize activities and support one another.

## Slide 16 | SOGI-inclusive education in your school

**3 minutes**

**Note:** This slide is optional for you to add anything specific you would like to include about your school, district or division, or even region depending on the context of this

presentation.

Consider including things like local policies that apply to SOGI or anti-harassment and discrimination, or any initiatives that your school or district/division are taking on.

## Slide 17 | SOGI 123 Parents Videos

**8 minutes**

**Task:** Introduce and play the video that best suits your audience.

**Sample Script:** Next we will watch a SOGI 123 Parent Resources video that provides more insight into what SOGI-inclusive education and SOGI 123 can look like in the classroom.

**Note:** These videos were made in BC. We hope that the majority of the message stays relevant for your audience if you are outside of BC, but please review before screening.

## Slide 18 | What can you do at home?

**2 minutes**

**Sample Script:** Kids have questions, and we can be curious together. At home, you and your child can talk about topics of sexual orientation and gender identity with an open mind and a place of acceptance. For example, for older children, parents can pose a scenario that they would like help with. “How do I tell Grandma it’s OK for our friend to be gay?”

Talk to your child’s teachers to learn what they are teaching in the classroom and how SOGI-inclusive education is being achieved at your child’s school.

Choose a SOGI-related age-appropriate book to read at home and discuss with your children.

Watch the videos on [SOGIeducation.org](http://SOGIeducation.org) and read more about what’s happening in your region at: [www.sogieducation.org/updates](http://www.sogieducation.org/updates)

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## Slide 19 | What can you do at home?

### 1 minute

**Sample Script:** Find ways to bring it into conversation. Mention people in your life that are 2SLGBTQ+ positively. Practice using they/them pronouns for someone you don't know like a kid at the playground. Counter gender stereotypes – affirm that boys can wear pink and have long hair. Drop hints – kids who are looking for you to be affirming will notice.

## Slide 20 | Questions?

### Time as allows

**Task:** Encourage participants to learn more and get answers to questions by connecting with you one-on-one, visiting [SOGieducation.org](https://sogieducation.org), contacting their child's teacher, or the SOGI School Lead.

**Extension Activity:** Open the floor to discussion if time permits.

**Sample Script:** What questions still remain?

## Slide 21 | Thank You

### 1 minute

**Sample Script:** Thank you for participating and learning! To learn more and get answers to your questions, you can connect with me one-on-one, visit [SOGieducation.org](https://sogieducation.org), contact the SOGI School or District/Division Leads, or email SOGI 123 staff at [info@sogieducation.org](mailto:info@sogieducation.org).

## Parents Presentation About SOGI in Schools

# Handouts

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This handout supports the activities recommended for this information session.

### SOGI 123 Common Questions about SOGI in Schools

This handout addresses common concerns about SOGI-inclusive education. If delivering this workshop in person, print pages 12 & 13 double sided on one sheet of paper to share with attendees. If presenting online, share [this link](#) to the online version.

**Note:** Additional information is also available to parents, including in Mandarin, Cantonese, Punjabi, Tagalog and Russian at [SOGIeducation.org](http://SOGIeducation.org).

# Common Questions About SOGI in Schools

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**Curious about what students are learning  
about sexual orientation and gender identity  
(SOGI) in school?**

There is a lot of incorrect information shared about gender and sexuality in schools. SOGI-inclusive schools are places where every student, teacher, and family are welcome and respected.



## What is sexual orientation and gender identity (SOGI) in school?

**SOGI is one of many topics about diversity discussed regularly at schools.** It allows students to learn about the diversity of identities that exist, as well as provides an opportunity for students to see themselves, and their families, reflected in their learning environment.

**SOGI-inclusive education can include topics like:**

- Family diversity
- Respecting differences
- Understanding identities
- Anti-bullying
- Inclusion
- Empathy

Unfortunately, schools are not always safe places for all genders and sexualities. SOGI-inclusive education helps reduce bullying and discrimination and has a positive impact on all students.

## Are teachers encouraging my child to get surgery or hormones without my knowledge?

**No.** Medical decisions, including those related to gender-affirming care, are made between families and your healthcare professionals, not teachers or schools.

Just like any other health-related question, teachers can only connect students to resources, or recommend that they speak to a trusted adult such as a doctor or the school counsellor if they have questions.

## Will teaching children about SOGI in school encourage them to question their identity?

**No.** Learning about people that are different from you doesn't change who you are as a person. It helps them better understand the world around them.

Children see and wonder about people's differences from a very young age. Trying to hide the existence of gay, lesbian, or transgender people leads to confusion.

SOGI-inclusive education helps to keep kids safe because it is fact-based, age-appropriate, and benefits all students, including those that are straight.

## Will I be notified if my child comes out at school?

**Teachers understand that kids thrive when parents and educators work together.** If a teacher finds out new information about a student's gender or sexuality before you do as parents, they can help the youth share the information with their parents when they are ready.

Even in loving homes, young people can feel nervous about how their family might react to new information about their gender or sexuality. Talking to a trusted teacher first can allow them to work through these feelings before having that important conversation with you.

Allowing students to decide how and when they share this kind of important information builds trust between schools, students, and parents.

## Can I stop my child's school from being SOGI-inclusive if I don't support it?

**No one can prevent a school from being SOGI-inclusive.** SOGI is protected in the Canadian Human Rights Act, which applies to schools.

Schools aren't allowed to choose which human rights belong in the classroom. All students have a right to feel safe and included at school.

## Can I pull my child from any SOGI-related discussions in class?

**No, that isn't possible.** SOGI is about inclusion and diversity in ALL subjects, it's not a single class or one part of the curriculum.

Pulling a child from SOGI-related discussions isn't possible because it happens naturally in everyday classroom discussions, such as:

- A student with two dads talking about their family in class.
- Allowing students to choose their costume for a school play, without fear of being bullied.
- A job fair presentation that encourages students to pursue any job they want, regardless of gender stereotypes.

Schools have the responsibility to proactively create safe, inclusive learning environments for all students.

