Diversity & Inclusion

Laila El–Metoui’s Top Tips on ‘LGBTIQA+ inclusion in the classroom’

On Tuesday 16th November 2021, Pearson hosted the ‘Diversifying your curriculum, a closer look at LGBTIQA+ inclusion’ webinar.

The webinar was led by Laila El–Metoui, founder of Pride in Education, Stonewall Lesbian Role Model of the Year (2020) and Equity Educator.

This event reinforced Pearson’s belief in the role of education in promoting LGBTIQA+ inclusion and developing a culture where everyone feels respected and valued – and where all young people have access and opportunities to learn.
Promoting LGBTIQA+ in the classroom

- **You cannot be what you cannot see** – represent diverse people in your curriculum. Consider the wheel of power and privilege when deciding case studies to share with students in the classroom.

- **Elicit information in a non-intrusive way** – introduce the use of pronouns early and meanings of gender-neutral language.

- **Have a rainbow flag all year round** – do not just bring it out for LGBT+ History Month or Pride month.

- **Have the availability of gender-neutral facilities**.

- **Add your pronouns** to your signature and social media to be more inclusive.

- **Seek the support of national organisations** that specialise in supporting children with diverse gender identities and expressions – for example Mermaids and Gendered Intelligence.

- If you are yourself part of the LGBTIQA+ community, whilst it is great to **advocate for your community**, be sure to seek help and support from organisations and the curriculum and not to carry the weight on your shoulders alone.

- **Embed the discussion throughout the school curriculum** – how can we create events that promote diversity intersectionally throughout the year?

- **Be OK making mistakes** – they help us learn and grow.

- **Finally, become an advocate**!
History Matters

1954 – Alan Turing takes his life after being arrested, being forced to undergo a hormone ‘treatment’ to avoid prison and being banned from working with British Intelligence, all because of this sexuality

1967 – Partial decriminalisation of homosexuality (in the UK)

1969 – Riots broke out between members of the LGBT+ community and the police outside a popular gay bar called The Stonewall Inn

1985 – Men who have sex with men banned from donating blood (lifted in 2017)

   – Section 28 prohibited the promotion of homosexuality by Local Authorities (including in schools)

1992 – W.H.O declassifies homosexuality as a mental illness

2005 – LGBT+ History Month was launched in Nov 2004 (2005 is the first celebration)

2010 – Equality Act legally protects people from discrimination in the workplace and wider society

2013 – First Trans Pride event happens in Brighton

2019 – W.H.O declassifies transgender as a mental illness

Find out more: about significant moments of diversity and inclusion throughout history
LGBTIQA+ Literacy

**UNCONSCIOUS BIAS** - our brain makes snap assessments of situations and people without our realising. Our biases are influenced by our background & cultural environment.

**INTERSECTIONALITY** – how various forms of inequality operate together and exacerbate each other.

**POWER AND PRIVILEGE** – what you have not had to go through e.g., not being stereotyped. Everyone has various levels of power and privilege, and this impacts on what we bring to the classroom.

**LGBTIQA+** – acronym for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual, with the plus sign aiming to include a range of other sexuality, gender identities and expressions.

**PRONOUNS** – words we use to refer to people’s gender in conversation.

**TRANSGENDER** – relating to a person whose sense of personal identity and gender does not correspond with their sex assigned at birth.

**NON–BINARY** – an umbrella term for gender identities that are outside the gender binary.

**CISGENDER** – someone whose sense of personal identity and gender corresponds with the sex they were assigned at birth.
Some of Laila’s Top Resources

- **Popnolly – What Does LGBT+ Mean?**
  get 10% discount using the discount code PrideEd

- **Notes of Mike – Pizza slices of my life**

- **Diverse Educators.co.uk**

- **Schools Out**

- **The Classroom**

- **Stonewall – Inclusive curriculum guides**

- **The Proud Trust**

- **Pride in Education**

- **Diversity Role Models**

For more information about Pearson’s work on Diversity & Inclusivity work from Pearson visit: [go.pearson.com/inclusiveeducation](go.pearson.com/inclusiveeducation)

Follow Pearson on Twitter @PearsonSchools

Find out more about Pride in Education and Laila El-Metoui at [www.prideineducation.co.uk](www.prideineducation.co.uk) and follow on Twitter: @PrideinEducation and @lelmeducation