

LGBTQ+ Guide for Internships, Placements, Practicums, Student Teaching, and Clinicals

An integral part of the mission of the College of Education and the Educator Preparation Program at Missouri State University is to advance student achievement and prepare students for a global society by nurturing scholastic distinction and ensuring equal access. Crucial to this work is supporting efforts to create a diverse and welcoming community of learners for all our students.

Please keep in mind that most LGBTQ+ students have already suffered the consequences of a less inclusive environment in their lifetime. Many sites across the country are still not accepting of the LGBTQ+ community. Regardless of personal beliefs, LGBTQ+ students chose this profession to share their passion for learning and service. They not only have the stress of typical students but the added stress of being who they are, wondering what others might say to them, how they will be treated, etc. Thus, they need your support, guidance, experience, ideas, and strategies to help them be successful. This guide outlines steps to help support LGBTQ+ students.

Step I: Resources

It is recommended that you review the following resources. These resources help set the backdrop and lay a strong foundation for working with LGBTQ students. All resources and videos are listed below and are located on the College of Education website.

- Print and Web-based Resources
 - LGBTQ Terminology - <https://www.hrc.org/resources/glossary-of-terms>
 - LGBTQ Life Center: Understanding Pronouns - <https://lgbtlifecenter.org/pronouns/>
 - "Gay is Good": Digital Collection in LGBTQ U.S. History (directory of digital resources) <https://crln.acrl.org/index.php/crlnews/article/view/23547/30851>

- Video Resources
 - Wanda Sykes Takes Us Through the History of LGBTQ+ - Now You Know
 - <https://www.youtube.com/watch?v=wkzwDOCEdCo>
 - Two-Part Series: Being an Ally to Transgender College students in Missouri (*these two videos are not available publically* to protect panelists' privacy. Please email mattscott@missouristate.edu to receive the links and password
 - PART ONE: Deep Listening for Trans* Allies Workshop
 - PART TWO: Speaking Up Not Over Ally Workshop
 - Talking to kids about gender non-conforming individuals
 - <https://www.youtube.com/watch?v=DZsBei4nCKU>
 - LGBTQ: Understanding Sexual Orientation and Gender Identities
 - https://www.youtube.com/watch?v=oiDKLt0cj-c&list=PL2vkyjxGERDfm6T2wWyp1H_xrcWSvgdqw
 - Coming out/related struggles
 - https://www.youtube.com/watch?v=lhkuYGZyp_o
 - What's it Like to Come Out as an LGBTQ Teacher?
 - <https://www.youtube.com/watch?v=CVFOAq6wjmU>
 - LGBTQ+ Teachers Reflect on Their Experiences Decades Apart: Now This
 - https://www.youtube.com/watch?v=zMs_vFKQ4Ag
 - Asking Me: What LGBTQ Students Want Their Professors to Know
 - <https://www.youtube.com/watch?v=rnbnF8QAnsY>
 - Ignorance Isn't Bliss – Why We Need LGBTQ Education (TEDx Talk)
 - <https://www.youtube.com/watch?v=dWieTvjki0k>

Step II: Support Measures Meeting (Site Director/Administrator/Supervisor & University Supervisor)

Before meeting with the student, set up separate meetings with your director/administrator/supervisor and the MSU university supervisor. Both sessions should be informational. The focus is on support measures and ensuring that any issues that might arise are addressed appropriately and promptly.

- How does the student wish to be addressed (name/title/pronouns)?
- Where does the student go if they have questions/issues regarding working with parents, students, clients, or other personnel?
- What bathroom facilities are available for the student to use?
- If the student has personal health-related issues/concerns, discuss those concerns and, if needed, assist the student with connecting to healthcare or other appropriate personnel.
- Develop a space for open conversations on how the student does or does not want assistance with advocacy.

Step III: Meeting with Student

Set up a meeting with the student. Below is a list of topics/questions to discuss with the student. Remember, this list is NOT all-inclusive. The student might wish to express other concerns or have additional questions.

- How does the student wish to be addressed (name/title/pronouns)?
- Where does the student go if they have questions/issues regarding working with parents, students, clients, or other personnel?
- What bathroom facilities are available for the student to use?
- If the student has personal health-related issues/concerns, discuss those concerns and, if needed, assist the student with connecting to healthcare or other appropriate personnel.
- Discuss the approach to having conversations surrounding pronouns, title, etc., with others and how the student does or does not want assistance with advocacy. (You can find helpful resources at <https://welcomingschools.org/>)
- Ask the student how we can establish an open and honest conversation, build rapport, and make a space to learn/grow as an ally.
- Discuss any special considerations for the first day. What time does the student need to arrive? What preparation work needs to be done by the student before coming on the first day? What is the very first thing the student needs to focus on accomplishing on their first day?
- Share contact information with the student.
- Additional questions targeting student teacher-related issues can be found on the Student Teaching Resources page: <https://www.missouristate.edu/ProfessionalEd/StudentTeaching/questions-to-ask.htm>
- Ask the student if they have any additional questions or concerns to discuss.

Step IV: Follow-up Meeting with Director/Administrator/Supervisor and University Supervisor

Based on your conversation with the student, conduct a follow-up meeting with the director/administrator/supervisor and university supervisor. Once again, focus on support measures.

Step V: Contact Information

If you need support or have questions throughout the semester, do not hesitate to contact university personnel.

- For general issues related to student performance, contact the university supervisor and/or the program coordinator. <https://www.missouristate.edu/ProfessionalEd/StudentTeaching/student-teaching-courses-and-coordinators.htm>
- For LGBTQ* specific questions/advice, contact the university supervisor who can get you connected with appropriate resources