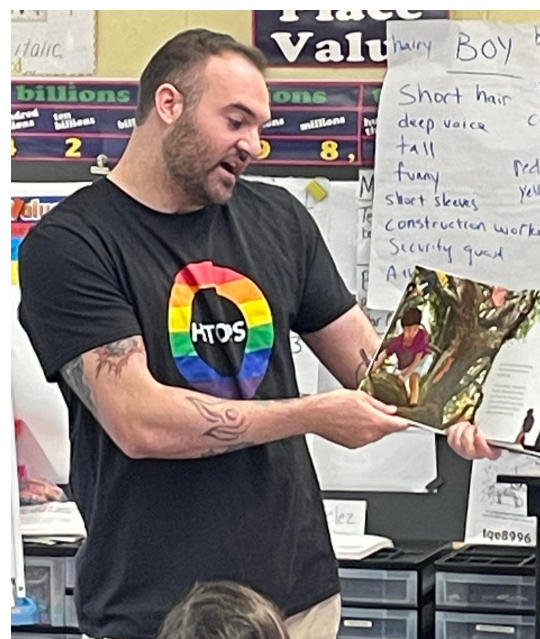# HiTOPS

DIVERSITY, EQUITY, AND INCLUSION PROFESSIONAL DEVELOPMENT SERIES

HiTOPS offers a DEI series aimed at building inclusive & affirming workplaces & communities that support youth, families, & employees.

Training is designed for adults in schools, businesses, youth-serving organizations and community groups. Sessions focus on concepts related to gender and sexuality and provide a safe space to learn, ask questions and have courageous conversations.

Topics Include:

- Introduction to Sexual Orientation, Gender Identity, and Expression (SOGIE)
- Say What? Having Gender Inclusive & Affirming Conversations
- LGBTQ+ History and Legislation
- Being Real: An Exploration of Identities and Intersectionality
- Gender Roles and Stereotypes through the Lifespan
- The Four Pillars of an Affirming Environment: An Exploration of LGBTQ+ Youth and Mental Health
- A Deep Dive into the Lives of Trans and Non-Binary Youth
- Advanced SOGIE Terminology and Applications

See Reverse for Descriptions

❶ Training methodology

HiTOPS work is grounded in the latest research. Trainings provide the most up-to-date information, statistics and analysis.

Sessions offer a non-judgmental space with ample opportunity for discussion, questions, and exploration of comfort/discomfort.

We offer practical suggestions for how to build and maintain an affirming, positive, and safe environment at work, school and in the community.

❷ Trainings are customizable

Trainings may be customized for small or large groups, and conducted as a series or as a one-time offering, based on your needs and interests. Length of training sessions is also customizable.

Virtual and in-person options are available.

❸ Next Steps

For more information or visit us at hitops.org or email us at **info@hitops.org.**

Introduction to SOGIE

Learn about the three separate, yet related constructs of sexual orientation, gender identity, and gender expression. An introduction of basic terminology that relates to each construct is provided, as are the implications for school, families, and work environments.

Gender Roles and Stereotypes through the Lifespan

Explores gender stereotypes that are perpetuated throughout the lifespan, focusing on five agents of influence that that contribute to our gender associations and definitions in childhood family, peers, school, religion, and media.

Say What? Inclusive and Affirming Conversations

Suggestions for introducing LGBTQ+ topics , and tools for creating an affirming business, home and school environment. We review affirming language, appropriate books, discussion starters for people of all ages, and FAQs from both adults and youth.

The Four Pillars of an Affirming Environment: An Exploration of LGBTQ+ Youth and Mental Health

Examines the four pillars that create an affirming environment. These pillars are described in context of existing mental health research and testimonials of queer youth.

LGBTQ+ History and Legislation

Overview of the history of the LGBTQ rights movement, from the late 1800's to present, and examples of sexual orientation, gender identity, and gender expression across cultures and historical time periods. We review the federal, state, and school policies and protections for LGBTQ identifying people and discuss their implications for practice.

Being Real: An Exploration of Identities and Intersectionality

Broadens the discussion of identities beyond sexual orientation, gender identity, and gender expression to include race, socioeconomic status, ethnicity, body size, and other identities, and explores our experiences with privilege, oppression, bias and microaggressions. We focus on understanding the various intersections of multiple marginalized identities and how they impact impact people in schools, the workplace and in society.

A Deep Dive into the Lives of Trans and Non-Binary Youth

Discusses ways in which trans and non-binary youth experience puberty, transitioning, and navigating gender dysphoria. These challenges are contextualized with existing research on trans and non-binary youth, as are the implications for student learning and growth.

Advanced SOGIE Terminology Applications

Explores more advanced terminology related to sexual orientation, gender identity, and gender expression. In small groups, participants practice applying their SOGIE knowledge and affirming practices to addressing classroom scenarios.