

Through the professional development workshops listed below, HiTOPS empowers educators and professionals with the information, tools, and strategies to ensure that schools and workplaces are affirming for all.

Sexual Orientation, Gender Identity & Expression (SOGIE)

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

Deconstructing Gender Roles

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

Exploring Identities and Intersectionality

Broaden the discussion of identities beyond sexual orientation, gender identity, and gender expression to include race, socioeconomic status, ethnicity, body size, and other identities, and explore experiences with privilege, oppression, bias, and microaggressions. Focus on understanding the various intersections of multiple marginalized identities and how this may impact people in schools, the workplace, and in society.

LGBTQ+ History and Legislation

Explore the history of the LGBTQ+ rights movement in the U.S. from the late 1800s to present, and sexual orientation, gender identity, and gender expression across cultures and historical time periods. Understand the federal, New Jersey, and school policies and protections for LGBTQ+ identifying people and discuss their implications for practice.



SOGIE 2 - Reflections and Review

Review SOGIE constructs and delve into more advanced terminology related to sexual orientation, gender identity, and gender expression. Explore the journey that many experience when coming out, the challenges and rewards of coming out, and best practices for subverting our personal biases and supporting queer folks.

A Deeper Dive into the Transgender Experience

Discuss ways in which transgender and non-binary people experience puberty, transitioning, and navigating gender dysphoria. These challenges are contextualized with existing research on trans/non-binary youth. Best practices and implications for learning and growth are explored.

LGBTQ+ Family Building

Explore the different ways queer and trans folks may build a family. This workshop includes an overview of (1) medical transitioning, (2) the effects of medical transitioning on fertility, (3) the processes related to fertility preservation, and (4) other family building options available to queer and trans folks.

“Say What?” How to Have Affirming Conversations with Youth of All Ages

Explore ways to have inclusive conversations and be affirming to youth of all ages, beginning with pre-school age (2-5 years old), elementary age (grades K-4), and middle and high school ages (grades 5-12). We specifically review inclusive language, practices for creating an affirming home environment, and address frequently asked questions from both adults and kids.

Supporting LGBTQ+ Students in Schools - Laws and Policies Overview

Understand the experiences of LGBTQ+ youth in schools by reviewing current data regarding students' health and academic outcomes. Review state and federal guidance for supporting this population and discuss best practices in affirming LGBTQ+ people in school, the workplace, and at home.

Sex Positivity

Explore sex positivity, sex negativity, and sex neutrality, as well as non-normative sexual practices/relationships and the stigma often associated with them. Recommendations for self-reflection and benefits of a sex-positive lens.

