



Professional Development – Request a Training

Equality Florida is the leader in providing LGBTQ culturally competent professional development to organizations across the state. Specifically, we work deeply within school districts to ensure the principals, assistant principals, counselors, psychologists, social workers, teachers, and school resource officers are prepared to build positive and inclusive school environments. Within the past four years, over 30,000 individuals have already been trained in almost all Florida school districts.



Equality Florida provides the following training sessions below.

LGBTQ+ Culturally Competent Best Practices Training (1.5 - 3 hrs.)

Lesbian, gay, bisexual, transgender, queer, and questioning students are coming out more rapidly and younger in our schools and communities. The Williams Institute reminds us that transgender people have a 42% suicide rate, and the 2019 Youth Risk Behavior Survey administered across Florida finds growing and sobering at-risk concerns for the state's LGBTQ students. Please join us to learn the most contemporary findings, latest systems being implemented in districts statewide, most current law and importantly, gold star best practices pertaining to creating both school buildings and communities that ensure LGBTQ children, who are from 15-21% of our school populations, feel safe, included and graduate successfully. This training is a 101 and 201 level training combined.

Building Resiliency Amongst Transgender and Nonbinary Youth (1 - 1.5 hrs.)

Well-being encompasses physical, mental, emotional, and intellectual health. This training shares guidance that is designed to assist administrators, student support staff and teachers in best practices when assisting transgender and non-binary students with their needs in schools. Participants will leave with an understanding on how decisions regarding affirmed names and pronouns, restroom and locker room usage, overnight field trips, dress code policies, and the student information system can all impact a transgender student's experience at school.

Utilizing Tools to Support LGBTQ+ Youth in Un-affirming or Nontraditional Households (1 - 1.5 hrs.)

The relationship between families, community, and our youth has a huge impact on the success of our students. For many of these youth, they are also disproportionately a part of our DJJ system, foster care system, and experience homelessness. This training aims to reduce bias-based decisions and to shed light on supporting youth in an equitable manner across diverse student bodies. Participants will leave this training with an understanding of the unique concerns impacting this group of students, as well as how families, school professionals, or community members can ensure every child has the support they need to graduate successfully.

Developing an Inclusive Classroom Culture to Support LGBTQ Youth (1 - 1.5 hrs.)

Beginning with the first day of a new school year, educators have the power to structure their classrooms to be welcoming, nurturing, and respectful environments for LGBTQ+ students. Throughout this presentation, we will explore and share compelling classroom methods and strategies that are designed to empower LGBTQ youth and all students to understand and grow their respect, empathy, responsibility, intent and impact in nuanced ways. We will also discuss the advantages of providing equitable access to GSA groups in our middle and high schools and how a curriculum that celebrates the identities, histories, and successes of LGBTQ individuals and movements empowers all students!

Supporting LGBTQ+ Youth through an Affirmative Lens to Increase Wellness and Family Support (1.5 hrs.)

LGBTQ+ youth face unique experiences and challenges in their schools, families, and communities. Oftentimes, youth-serving agencies and schools attempt to support these young people without understanding the trauma to which youth have been exposed, sometimes on a consistent or daily basis. This training will provide information regarding different types of trauma and explore trauma-informed approaches that may offer better youth outcomes when working with LGBTQ+ students. The presenter (Mark Houston, LCSW) is available during the week after the session presentation time that a district chooses for email questions/support/consultancy.

Note: This is an available recorded session, expressly for school district mental health professionals and presented by Mark Houston, LCSW, Clinical Care Coordinator, The Alliance for GLBTQ Youth, Miami.

Keeping GSAs Supported, Active and Resourced: GSA Advisor Facilitation and Training (1.5 - 2.5 hrs.)

Gay-Straight Student Alliance/Gender and Sexuality Alliance Clubs are growing across the state due to students' desire to connect, support and energize socially conscious peers who care about LGBTQ empowerment and resiliency. This facilitation and training will elevate and support the needs of GSA adult advisors, sharpen their skill sets and offer resources so advisors can ensure their clubs grow and thrive successfully, both now and in the future.