

Diversity Role Models

in partnership with  **RBS**

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Head of Business Development

www.diversityrolemodels.org

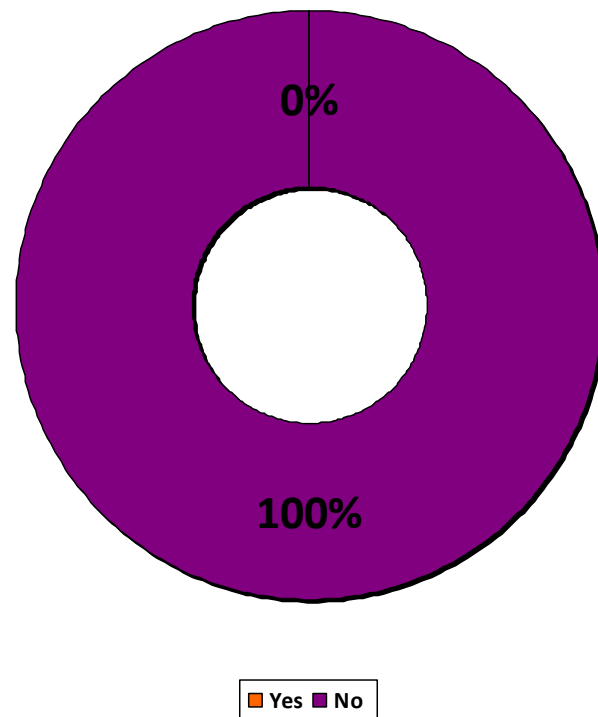
Charity N° 1142548



The problem in UK schools

Do you think someone
who is LGBT would feel
comfortable 'coming
out' at this school?

- A. Yes
- B. No



Dominic Crouch



How homophobia hurts

Homophobic bullying affects **students** who...

- **are** lesbian, gay, bisexual
- **are thought to be** lesbian, gay or bisexual
- have gay friends and family
- **work hard** in class
- don't conform to **gender stereotypes** - boys who like art, girls who like sport

...and it affects **staff** too, especially those who support tackling bullying in schools!



What we do

- We deliver workshops at **primary** and **secondary** level that feature positive L, G, B, T or straight role models who speak directly to young people about their experiences.
- Young people are given a greater understanding of the **impact of homophobia**, and the positive contribution that they can make in combatting it.
- **Our mission is to give young people the confidence to be who they are - and allow others to do the same.**

Primary workshops

- Focus is on **different families**
- Role Model is a same-sex parent
- Find differences and similarities
- Guessing game about families
- Role Model interview: introduce the family
- Use of language
- How can young people help?

1 hour total



Secondary workshops

- Focus is **challenging stereotypes** and language
- Quick survey of young people's attitudes
- Activity 1 – 'Who's who?' and stereotypes
- Role Model 1 story – 5 minutes
- Activity 2 - "That's so gay": 'harmless banter' or hurtful barb?
- Role Model 2 story – 5 minutes
- Question & Answer

1 hour total



Some questions from workshops

How could you help your friend when there being bullied?

Do you think your religion will affect your sexuality if not allowed?

Were you always sure of your sexuality?

Have you ever regretted coming out?

HAS Anyone ever Bullied You for being GAY?

Did anybody not accept that you were gay?

Do you think you can go back to being straight?

Did you choose to be gay?

Do you feel as if society treats you differently?

Have you ever been afraid around other people because of your sexual orientation? (Because you NEVER should)



- We've seen **16,529 pupils...**
- ... in **731 workshops** across the UK
- After the workshops, of pupils evaluated:
 - 90% would be friends with someone who is LGBT
 - 91% don't think it is OK to say 'that's so gay'
 - 92% say they will treat an LGBT person better now
 - 87% say they would challenge homophobia when they hear/see it



Teacher feedback

“A boy that I have been battling with over his homophobic language came to me after your workshop and said the following:

“ ‘it actually changed the way I think about homosexuality. We’ve done loads in Citizenship about it, but they were real people and they were talking to us normally.’ ”

Head of year



Pupil feedback

“People are all **equal** and we shouldn’t bully them.”

“Yes, that I should treat them better and with **respect**. It prompted intelligent discussion!”

“I liked the fact that we could **meet gay people** and hear their stories.”



How schools and teachers help

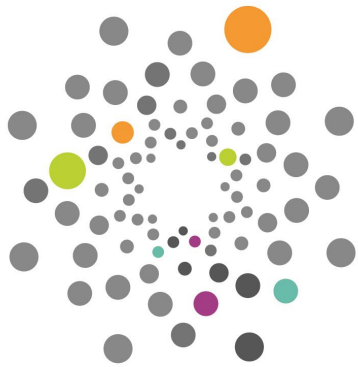
- **Consistent policy and application**
- **Staff training on tackling bullying**
- **Challenge language every time**
- **Include LGBT people in lesson plans**
- **Address gender stereotypes**
- **Empower pupils to challenge homophobia**
– campaigns/competitions/diversity ambassadors/ gay-straight alliances



How DRM's work can be applied elsewhere

- Providing real role models for young people develops empathy & acceptance
 - Challenging gender and other LGBT stereotypes promotes critical thinking
 - A focus on citizenship, national legislation and human rights
- ... but, of course, context is key





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