

Homonorma...*what?*

Spilling the Tea about LGBTQI+ in ELT

Angelos Bolas | 5th ELT Ireland Conference



**International
House**
World Organisation

www.ihworld.com

› Expectations



**What do you hope to
get from this
session?**

➤ Agenda



- Reflect on own Equality, Diversity, and Inclusion practice
- Strategies to be more inclusive of LGBTQI+ people
- Identify 2-4 strategies to challenge discrimination



What can you guess about me?

› About me



- White
- Male
- Water
- Family
- 2nd Family
- Education
- Travel
- Emigration
- Work
- Love
- Not(very)
flamboyant

› Unconscious Bias



› About me

Unconscious bias

Implicit or **unconscious bias** happens by our brains making incredibly quick judgments and assessments of people and situations without us realising. Our **biases** are influenced by our background, cultural environment and personal experiences



› Own EDI practices



To date, what has your own EDI practice(s) been?

› Who is (should be?) involved?



Top-Down

Government

Institution

**Accreditation
Body/Bodies**

Teachers

› Government



- Constitution ✓
- Equality and Diversity
Legislation ✓
- Specific to Education ?

> Institution and Accreditation Bodies



- Make it part of school philosophy
- Provide relevant training to teachers
- Provide relevant training to learners
- Say 'yes' to change
- Have the teachers' back

- Foster a positive and welcoming environment for all to learn
- Prepare people for a society inclusive and respectful of differences
- Develop your learners' linguistic abilities
- Develop your learners' critical thinking skills
- Be in line with institution vision and values
- Comply with Equality and Diversity Policy (both institutional and governmental one)
- Comply with Inspection requirements

› Who is involved?



Bottom-Up

Classroom

Materials

**Linguistic
Content**

Pastoral Care

➤ Give some examples



- How have you embedded LGBTQI+ in your lessons? Share one or two examples with your peers focusing on the previous categories



➤ Pastoral Care



Respect
everybody



Example of
induction





4.6 Different kinds of families

Entry 1	Entry 2	Entry 3
Describe pictures of different kinds of families. (Sc/E1.4d)	Describe different kinds of families. (Sc/E2.3f)	Describe and compare different kinds of families. (Sc/E3.4f)

Suggested procedure (Entry 2)

- This could be a very sensitive topic; learners may be bereaved or separated from their families, and teachers will need to use their judgment and discretion in deciding which activities are suitable for a specific group of learners.
- Preparation: copy, laminate and cut into cards

- Give additional practice of pronunciation.
- Prepare captions to match to the pictures.
- Encourage use of first language to facilitate discussion by allowing learners to help one another and use dictionaries.
- Some learners could write about a photo instead of describing it orally.

Language points

Different kinds of families

4.6



© Fotolia



© Fotolia



Materials (cont)

Different kinds of families

4.6



© Fotolia



© Fotolia



› Linguistic Content



- Insult vs opinion
 - Accepting vs agreeing
 - Normal vs normative
 - Teaching vs interpretation
-
- Directness vs subtlety and indirectness

› Linguistic Content (cont)



**Challenging
homo/bi/transphobia**

**Challenging
people's minds**

Not

**Expressing
opinions in a
non-offensive
and
respectful
manner.**

› Pastoral Care



I am a closeted
on a mask
weird an
the m
els
Everytime in let a strait guy know or a
differentlly or just stop talking to
out there. Even if it's not just

Neglected by
earth to be sent
family and

Im a gay guy in the closet. I have been stressed out because of it daily. I don't want to be judge by others for it. I still live with my family, have homophobic friends, and i feel like the only gay guy i know. I know its kind of silly of me having anxiety about it how people will think about me being that way, but I want to live out my true life, but not a lie. Its kind of depressing.

I'm homeless
group know
me or av
all out viol

I have a
family and the
through agony bec
friends, the world turned

sted.....

do to deserve a life like this? I hate
and bustle. Oh God! Why did
I really really love.
means cutting

I have to put
s. Feels so
it to live in
someone
utting
do then?

➤ Discriminatory Behaviour



- What does it look like?
- How is it best challenged?

› Discriminatory Behaviour



- Language
- Body language
- Gestures
- Stereotypical
portraiture
- Attitude
- Refusal to do
pair/group-work
- Snigger, laugh, etc.
- Religious/cultural
biases
- Ignorance or lack of
exposure

➤ Classroom activity



How does the chair feel?

God hates
green chairs

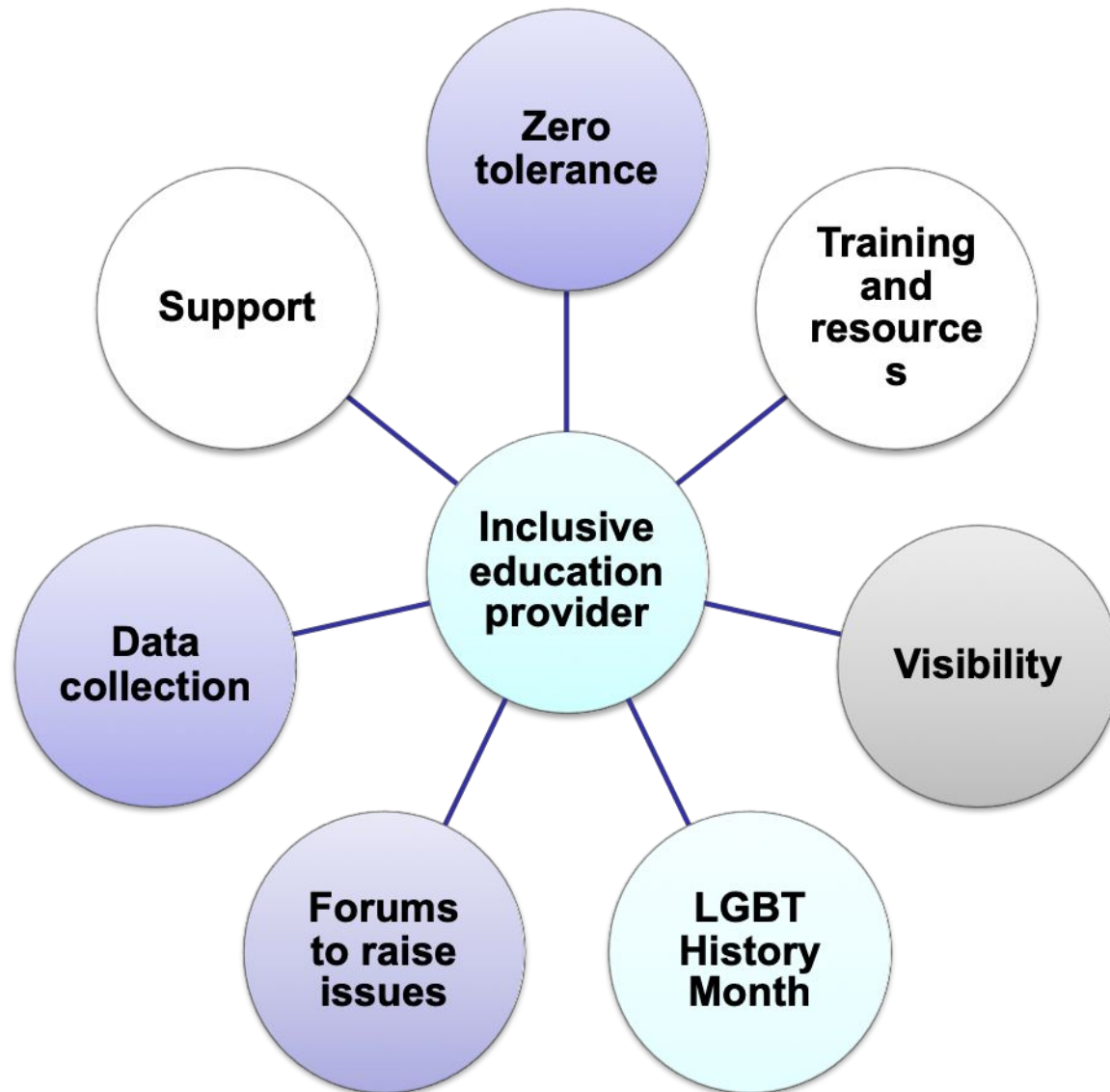
All green
chairs should
be destroyed

All chairs
should be
purple, being
green is not
natural

Are these insults or opinions?

Credits: Laila El Metoui

> Summary



➤ What can you change?



- In your groups, discuss what you can change in your practice – if anything – as of this upcoming Monday.

➤ Were your expectations met?



➤ Expectations

What do you hope to
get from this
session?



➤ Finally,



› Resources

<https://www.learningandwork.org.uk/equalities-to-olkit/>

<https://www.britishcouncil.org/voices-magazine/english-language-teachers-address-lgbt-issues-class>

<https://queeringesol.wordpress.com/>

<https://lelmeducation.wordpress.com/lgbt-esol/>



➤ Stay in touch!

www.angelosbollastefl.com

Angelos.bollas@gmail.com





**Teaching
the world**

to talk.



www.ihworld.com