



Resource Guide

for Educators, Administrators, Youth Workers & Students

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The LGBTQ Fund wishes to promote inclusive academic environments for LGBTQ students. In an effort to engage local organizations toward that goal, an Education Working Group (EWG) was formed. The first meeting of the EWG was held on August 28, 2019. The group collected a list of community resources for educators, administrators, youth workers and students. The resources were compiled to create this booklet. It is our desire to continue to identify resources to support inclusive education and enhance this Resource Guide. Please contact the LGBTQ Fund to request additions.

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Safe Zone and Anti-Bullying Resources

- **Magic City Acceptance Center (MCAC)** provides a safe, supportive and affirming space for Lesbian, Gay, Bisexual, Transgender and Queer or Questioning (LGBTQ) people and their allies in Birmingham, Alabama. Programming for LGBTQ Youth Peer Groups (ages 13-24), LGBTQ Adult Programs (ages 25+), LGBTQ Adult Programs (ages 40 and better). MCAC also offers cultural and humility training for schools, corporations and non-profits, as well as consultation and roundtable discussions. www.magiccityacceptancecenter.org
- **PFLAG (Parents, Families and Friends of Lesbians and Gays)** is the extended family of the LGBTQ community. Our monthly peer-to-peer support group meetings help families in crisis to dispel myths and stereotypes about sexual orientation and gender identity. By encouraging dialogue in a confidential, non-judgmental environment, we strive to promote the health and well-being of gay, lesbian, bisexual, transgender, and queer (LGBTQ) persons, their families and their friends. www.pflagbham.org
- **Gay-Straight Alliance (GSA) or queer-straight alliance (QSA)** is a student-led or community-based organization, found in middle schools and high schools as well as colleges and universities, primarily in the United States and Canada, that is intended to provide a safe and supportive environment for lesbian, gay, bisexual, and transgender (LGBT) children, teenagers, and youth as well as their cisgender heterosexual allies.
 - The Altamont School
 - Chelsea High School
 - Homewood High School
 - Hoover High School
 - Indian Springs School
 - Mountain Brook High School
 - Oak Mountain High School
 - Spain Park High School
 - Vestavia Hills High School
- **YWCA Heritage Panels** empower middle school or high school students to be leaders in making their school a more welcoming, inclusive place. Additionally, educators get crucial support and new tools to teach conflict management. Teachers and students discuss important but often ignored issues that affect their school experience, such as cliques, race, gender, cultural backgrounds and exclusion. After training, Heritage Panelists share what they have learned through presentations to their classmates, sharing their personal experiences; a teacher-moderated discussion with the audience follows. Students are challenged to think about how their actions affect school culture, and what steps they can take to change their school for the better. www.ywcabham.org/heritage-panel-empowers-youth-create-change-their-schools
- **Teach for America**, in partnership with regional and national partner organizations, presents LGBTQ+ Brave Education Summits to offer corps members and alumni the opportunity to engage in learning and development and receive resources to support LGBTQ+ students and educators. Summits are held annually in regions across the country and are open to all LGBTQ+ and allied corps members, alumni, staff, partners, and students. Summit attendees make recommendations for teacher preparation, student support, school culture, policy, and more. www.teachforamerica.org/life-in-the-corps/your-tfa-network/lgbtq-community-initiative

Additionally, to learn more about how to support local students and communities, Teach for America Alabama also offers an annual Opportunity Summit, bringing together alumni and Corps Members as well as local nonprofits, businesses, school districts, charter schools, and universities. Check TFA Alabama's Facebook page for information on the 2020 Summit www.facebook.com/tfabama

- **GLSEN's** (Gay, Lesbian & Straight Education Network) mission is to create safe and affirming schools for all, regardless of sexual orientation, gender identity, or gender expression. The GLSEN website has a number of educator resources, including Safe Space kits, educator guides, and lesson plans on bullying, bias and diversity. www.glsen.org/
- **Teaching Tolerance**, a project of the Southern Poverty Law Center, provides free resources to educators—teachers, administrators, counselors and other practitioners—who work with children from kindergarten through high school. Educators use TT materials to supplement the curriculum, to inform their practices, and to create civil and inclusive school communities where children are respected, valued and welcome participants. www.tolerance.org/
- **Welcoming Schools**, a project of the Human Rights Campaign Foundation, is a comprehensive approach to creating respectful and supportive elementary schools with resources and professional development to embrace family diversity, create LGBTQ-inclusive schools, prevent bias-based bullying and gender stereotyping, and support transgender and gender-expansive students. www.welcomingschools.org/
- **The Trevor Project** offers accredited life-saving, life-affirming programs and services to LGBTQ youth that create safe, accepting and inclusive environments over the phone, online and through text. The Lifeguard Workshop is a free online learning module with a video, curriculum, and teacher resources for middle school and high school classrooms. The Trevor Project's Trainings for Professionals include in-person Ally and CARE trainings designed for adults who work with youth. These trainings help counselors, educators, administrators, school nurses, and social workers discuss LGBTQ-competent suicide prevention. For a full list of resources visit their website at www.thetrevorproject.org/about/programs-services
- There are 11 regional **in-service teacher education centers** established by the Alabama Legislature in 1984 to enhance the training opportunities for public school personnel in critical-need areas. These centers offer high quality professional development programs and provide participants with research-based information that addresses the critical issues facing educators today. There are regional offices at the University of Montevallo, www.montevallo.edu/academics/colleges/college-of-education/in-service-center/ and UAB. www.uabregionalinservicecenter.com/
For the full list of Alabama centers www.alsde.edu/div/dtl/Pages/in-service-map.aspx
- The **Knights & Orchids Society** (TKO) is a southern centered grassroots startup founded and led by black, queer, transgender, and gender non-conforming people supporting gender justice and LGBTQ visibility. TKO works primarily in Alabama's Black Belt for justice and equality through group economics, education, leadership development, and organizing cultural work. TKO offers a variety of direct services as well as safe space training. www.tkosociety.com/who-we-are
- **Montevallo Acceptance Project** has a mission to educate, advocate and facilitate for communities where everyone, regardless of sexual orientation, gender identity or gender expression may live openly, authentically, and with dignity. www.facebook.com/groups/1563233057267945

Additional Educational Resources

- **Birmingham AIDS Outreach:** Upon request, BAO will provide health education programming related to HIV prevention. www.birminghamaidsoutreach.org

- **Birmingham AIDS Outreach Youth Advisory Council (YAC)** is an open forum for youth, ages 13 – 19, with the goal of education about the risks and prevention of sexually transmitted diseases (STDs) and HIV/AIDS. The curriculum for YAC follows the Alabama State Department of Education guidelines for state-mandated HIV/AIDS education in the public school systems, grades 5 through 12.
- **Family Equality Council**, an organization dedicated to advancing equality for LGBTQ families, has developed a Safe Schools template letter. These forms have been designed to be downloaded, filled in, and printed out to help educators create a safe and inclusive classroom for youth from LGBTQ+ families. www.familyequality.org/resources/safe-schools-template-letter/
- **Magic City Parents** is a group for LGBTQIA families that seeks to build an inclusive community that nurtures and accepts all types of families. www.magiccityparents.com
- There are a number of **LGBTQ-focused scholarship opportunities** both nationally and in the state of Alabama. Through a grant from the LGBTQ Fund, Alabama Possible is working to create a full resource list. Here are 2 local resources that may be helpful to students and educators: alumni.ua.edu/lgbtq-alumni-association/ pointfoundation.org/
- **LGBTQ Fund** website: www.cfgham.org/lgbtqfund/
 - Living LGBTQ in Central Alabama Needs Assessment Survey: www.cfbham.org/assets/2019/07/Living-LGBTQ-in-Central-Alabama.pdf
 - Healthcare Infographic: www.cfbham.org/assets/2019/08/LGBTQ-statistics_Front-and-back.pdf

Medical Resources

- **UAB Department of Pediatrics**, Pediatric Endocrinology Clinic, Contact Avelyn Smith (205) 638-5028 www.childrensal.org/endocrinology-clinics-and-programs
- **HIV testing/prevention and treatment**
 - AIDS AL (205) 324-9822 aidsalabama.org/what-can-we-do-for-you/hivsti-testing/
 - The Hub (205) 324-9822 www.bhamhub.com/
 - Birmingham AIDS Outreach (BAO) (205) 322-4197 www.birminghamaidsoutreach.org/
 - Magic City Wellness Center (205) 407-5799 www.magiccitywellnesscenter.org/
 - UAB 1917 Clinic (205) 934-1917 www.uab.edu/medicine/1917clinic/hiv-testing-at-the-1917-clinic
 - Jefferson County Department of Public Health, Sexual Health Clinic (205) 930-1175 www.jcdh.org/SitePages/Programs-Services/Clinics/Clinics.aspx#STD
- **The Magic City Wellness Center**, a program of Birmingham AIDS Outreach, is Alabama's only LGBTQ primary care facility. The Mission of The Magic City Wellness Center is to provide wellness and medical care for the LGBTQ community in a safe, welcoming and affirming environment. Counseling services, STD/STI testing and treatment, and nutritional services are also available. The Magic City Wellness Center accepts most major health insurance plans as well as private pay. www.magiccitywellnesscenter.org/
- **UAB Student Counseling Services partners with Student Health Services** to offer comprehensive, evidence-based medical and mental health care for transgender and gender non-conforming students. Services available include: primary health care, gynecologic and urologic care, sexual health care, mental health services, hormonal treatment, and consultation about surgical options. www.uab.edu/students/counseling/our-services/counseling/lgbtq-gender-transition-services

Counseling, Mental Health & Suicide Prevention Resources

- **ALGBTICAL, the Association of Lesbian, Gay, Bisexual & Transgender Issues in Counseling of Alabama** works: to promote greater awareness and understanding of sexual minority issues among members of the counseling profession and related helping occupations; protects from harm LGBT individuals by language, stereotypes, myths, misinformation, threats of expulsion from social and institutional structures and other entities, and from beliefs contrary to their identity; and provides educational programs and resources to raise the standard of practice for all counselors who serve LGBT clients and communities. They have a great website with an extensive list of resources. www.algbtical.org/
- **The Crisis Center's** mission is to serve the unmet needs of people experiencing personal crisis or mental health issues and respond with services that promote coping, emotional health and well-being. Text and phone counseling for youth is available from 3 PM – 10 PM every single day through the Utalk Line at (205) 328-5465. crisiscenterbham.org
- **The Trevor Project** is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer & questioning (LGBTQ) young people under 25. The organization maintains TrevorLifeline, a 24/7/365 crisis intervention and suicide prevention hotline (866) 488-7386; TrevorChat, a confidential 24/7 online instant messaging with a trained counselor, www.thetrevorproject.org/get-help-now/; and TrevorText, confidential text messaging with a counselor available 24/7/365 by texting START to 678678.
- **The Jason Foundation, Inc. (JFI)** is dedicated to the prevention of the "Silent Epidemic" of youth suicide through educational and awareness programs that equip young people, educators, youth workers and parents with the tools and resources to help identify and assist at-risk youth. jasonfoundation.com/
- **No More Martyrs (NMM)** is a mental health awareness campaign committed to building a community of support for Black women with mental health concerns. NMM's mission is to foster culturally responsive conversations about mental health that offer tools towards recovery and to empower Black women to prioritize their holistic wellness. NMM offers Sister Support Meetups and other community outreach programming, online Resources such as informational blogs and webinars, a directory of mental health service providers, an annual Minority Mental Health Awareness Summit and Mental Health First Aid Training. www.nomoremartys.org/
- **Oasis Counseling for Women and Children** helps women and children heal, grow and overcome difficult life circumstances by providing affordable mental health counseling and innovative educational programs in a respectful and nurturing environment. www.oasiscounseling.org/
- **The Counseling Program in the Department of Human Studies at UAB** offers affordable counselling services to the residents of Jefferson County through its Community Counseling Clinic. www.uab.edu/education/counselingclinic/
- The mission of the **UAB LGBTQ Mental Health and Wellness Clinic** is to provide culturally competent outpatient psychopharmacology and therapy that is safe, supportive, and affirming for the LGBTQ community in Birmingham and surrounding area. www.uab.edu/medicine/psychiatry/patient-care/lgbtq-mental-health-wellness
- The mission statement/purpose of **NAMI Alabama** is to provide support, education, and advocacy for persons with mental illnesses, their families, and others whose lives are affected by mental illness. namialabama.org/
- The **Psychiatric Intake Response Center (PIRC)**, located in the Emergency Department at Children's of Alabama, is a confidential psychiatric response center designed to assist patients, their loved ones and/or

caregivers, and community providers in finding the appropriate level of mental health care. These services are provided via telephone or in person by licensed mental health clinicians trained to assess a child or teen's mental, emotional, and behavioral needs and recommend the best treatment options. Any adult with a mental health question or concern regarding a child or adolescent is encouraged to contact the PIRC at (205) 638-PIRC (7472). PIRC is open 7 days a week from 8 am – 11 pm. www.childrensai.org/pirc

Homelessness and At-Risk Housing

- **AIDS Alabama's** Ascension Project is a Housing First, rapid re-housing program targeting youth ages 19-24 with an emphasis on those who self-identify as LGBTQ. aidsalabama.org/what-can-we-do-for-you/housing/
- **One Place Metro Alabama Family Justice Center** is a collaboration between the Jefferson County District Attorney's Office, City of Birmingham-Birmingham Police Department, YWCA Central Alabama and the Crisis Center, Inc. The mission of One Place is to provide coordinated services to victims and survivors of domestic violence and sexual assault through a multi-disciplinary team of professionals. One Place seeks to remove barriers to reporting interpersonal violence in our community. oneplacebirmingham.com/
- **Youth Towers'** mission is to house and teach young people ages 18 – 26 in order to prevent homelessness and give them the tools to build a better life. Youth Towers welcomes all, including the "un-welcomed" and treats all youth with dignity and respect. www.youthtowers.org/

Legal Resources

- **Maynard Cooper & Gale, PC** provides workshops and pro bono legal services for name and gender marker changes in Alabama for the transgender and non-binary community. Contact: Cynthia Lamar Hart, 205-254-1038 clamarhart@maynardcooper.com
- **Southern Poverty Law Center** is dedicated to protecting and advancing the rights, dignity and freedom of the LGBTQ community in the Deep South and to removing barriers to equality. www.splcenter.org/issues/lgbtq-rights
- **Birmingham AIDS Outreach Legal Clinic** offers pro bono legal assistance and clinics designed to address unique circumstances and challenges experienced by LGBQ, transgender, and gender non-conforming Alabamians who face limited or no access to legal services. In addition to legal advocacy, the legal program will offer LGBTQ education and training services across a variety of legal issues through community outreach. www.birminghamaidsoutreach.org/lgbtq-legal-services
- **Volunteer Lawyers Birmingham (VLB)** is a corps of attorney volunteers coordinated by a professional staff driven to improve access to justice. VLB provides immediate access to free high-quality attorneys so low-income families can obtain critically needed legal services. VLB legal services focus on four tenets: Safe Families, Safe Housing, Safe Finances, and Serving Veterans. www.vlbham.org/

Other Resources

- **Human Rights Campaign (HRC)** is an advocacy and political lobbying organization whose focus is on protecting and expanding the rights of LGBTQ individuals. www.hrc.org/

Inclusive Opportunities for Students

- **Youth Leadership Forum (YLF)** is a program for sophomores and juniors in Jefferson County high schools to learn about local issues, systems, and structures that form our metropolitan area and to develop their leadership skills. YLF provides in-depth programming to acquaint students with community needs, opportunities, problems and resources. Students have the opportunity to interact with community leaders and to develop relationships with a diverse group of student leaders from across Jefferson County. There is no cost to participate. www.ylfbham.org
- **YouthServe** exists to promote youth volunteerism and leadership while giving youth the tools to make positive impacts in their communities. YouthServe connects young people across real and perceived boundaries to promote civic engagement, leadership, and community service. www.youthservebham.org
- **YWCA Anytown Alabama** is a week-long residential summit for students who are currently in 9th – 11th grades to develop leadership skills and learn about social justice issues. Scholarships are readily available, and no student is turned away due to inability to pay. Anytown offers a gender neutral cabin option. www.ywcabham.org/anytown-alabama
- **YWCA Heritage Panels** empower middle and high school students to be leaders in making their schools a more welcoming, inclusive place. Students are challenged to think about how their actions affect school culture, and what steps they can take to change their school for the better. www.ywcabham.org/heritage-panel-empowers-youth-create-change-their-schools
- **Girls Rock Birmingham** camp is an intensive, five-day program for girls ages 9-16 featuring instrument instruction, workshops, songwriting, band practice, live performances by visiting artists, and a showcase concert. We strive for camp to be a week that is super fun and meaningful for campers from a variety of identities, perspectives, and experiences. www.girlsrockcampalliance.org
- The **Magic City Acceptance Camp** is a week-long day camp. LGBTQ youth, ages 13-24 from Jefferson, Shelby, Blount, St. Clair, and Walker counties are encouraged to apply! Programs will include social justice, resiliency, art, creative expression, self-care, professional development, healthy relationships, STI/HIV education and testing, advocacy and more. www.magiccityacceptancecenter.org/CampApplication.pdf
- **Sidewalk Film Festival, SHOUT about Youth, (SAY)** is a local arts program held in Downtown Birmingham's Theatre District by the Sidewalk/SHOUT Film Festival. Attendees are given the opportunity to view several days of films that focus on topics of interest to our community, interact with filmmakers at luncheons, panels and workshops, AND experience the metropolitan adventure that is Alabama's first and only LGBTQ film festival. Young adults, ages 13 to 25, in Central Alabama are eligible to attend. SAY is free to all participants. www.sidewalkfest.com/class/shout-about-youth-say/

Faith and Acceptance

Churches, temples, mosques and other faith groups provide an important social pillar in many communities. Recognizing the importance of faith in the lives of individuals, these faith-based organizations in the metro area are accepting, welcoming, and inclusive of all people, including LGBTQ individuals. Please note that this list is not all-encompassing. If you are aware of other faith communities that are affirming of LGBTQ+ persons, please contact us.

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| ○ Beloved Community Church | ○ Pilgrim Church |
| ○ Covenant Community Church | ○ St. Andrew's Episcopal Church |
| ○ Baptist Church of the Covenant | ○ Southside Baptist Church |
| ○ First Church – First United Methodist Church, Birmingham | ○ Temple Emanu-El |
| ○ Grace Episcopal Church | ○ Unitarian Universalist Church of Birmingham |
| ○ Highlands United Methodist Church | ○ Unity Church |
| ○ Independent Presbyterian Church | ○ Woodlawn United Methodist Church |