



“ASSESSING OUR POLICIES AND ACTIONS”

Addressing the Needs of LGBTQ+ Students

Objectives

- Assess practice and policy approaches to SSE for LGBTQ+ students
- Report out on district policy implementation
- Share action steps related to LGBTQ+ and safe school environments
- Identify resources needed



General Housekeeping



- Chat box accessible via Q&A anytime
- Please use chat box now to tell us who is with us!
- We will pause for questions during the presentation
- Please mute your phone when not talking to reduce background noise (press *6 to mute and un-mute)
- Participate in discussions and provide feedback-we want to hear from you!
- Presentation is being recorded and will be available on the DPI website by 1/16/2015

CDC-WILY Priority for HIV

Establish school environments that:

- Have supportive caring relationships between adults and students
- Lack discrimination, intimidation, taunting, harassment and bullying



CDC-WILY Priority for HIV

- Supportive School Environments for LGBTQ+ Youth specifically....



Assess Current Policy & Guidelines-What did you Learn?

- Bullying
- Pupil Non-Discrimination
- Discipline
- Human Growth and Development
- Other?



Get a feeling for the climate at your school. Ask*:

- GSA student members and advisors
- Counselors
- Teachers
- Students
- Former students



*Who else is already asking? Climate survey resources; SIP activity; Community Readiness Assessment

Areas of Concern

- Inclusive Health and PE classes
 - Limits on HGD instruction
 - Safe spaces
- Gender equity policies
- Transgender student guidelines
- Controversial issues policies
- Implementation of bullying and harassment policies



Highlighted District

Green Bay
Policy & Implementation

Green Bay Area Public Schools:

Addressing school climate and safety for LGBTQ+ Students and Allies

1. Policy changes to provide protections for students
2. Staff training to build capacity for implementing policies
3. Support and growth of GSA clubs and safe spaces

POLICY UPDATES

- **2010:** Bullying and Harassment policy is updated to include "sexual orientation" and "gender identity", reflecting new DPI model policy
- **2014:** Pupil Nondiscrimination policy is modernized by adding "gender identity, gender expression, gender nonconformity" to list of protected classes
 - Access to gender neutral/private facilities becomes a district focus

BUILDING CAPACITY

- **Beginning in 2011:** High schools take advantage of GSAFE's Safe Zone training for educators
- **Fall 2013:** All district administrators are trained in best practices for working with LGBTQ+ students, families and allies
 - Special attention is given to trans* awareness and issues
- **Spring 2014:** A professional learning community (PLC) is identified and undergoes intensive training
 - Team consists of GSA advisors, School Social Workers, and LGBTQ+ Coordinator

GSA SUPPORT & GROWTH

- **Support for Students**
 - GSAs more visible and active
 - Advisors intentional about balancing support, education and activism in a way that meets the needs of the students
- **Support for Advisors**
 - Small stipend for each semester to validate their important work
 - Monthly PLC meetings to share ideas, concerns, and solutions
 - Administrative support
 - Extended support from GSAFE
- **Support for School Staff**
 - PLC Members continue to educate their staffs on initiatives and best practices

Highlighted District

Fond du Lac
SAGE & Professional Development

FHS SAGE (Sexuality and Gender Equality) Overview

- 2 elect student co-leaders who attend LTI; 2 faculty advisors
- About 20 members
- Meets once a week for 1 hour after school
- This SAGE focuses specifically on education and advocacy; however, support is also offered
- Holds school-wide events such as Words Hurt Week, Day of Silence, and Transgender Day of Remembrance; members are encouraged to take leadership roles
- Presents to area middle schools on LGBTQ+ acceptance
- Meeting topics include ways to support LGBTQ+ people of color, intersectionality, and transgender acceptance
- Participates in GSAFE events

Successes

- **Day of Silence**
 - 150+ student participation
 - 2 period breaking the silence rally
- **Words Hurt Week**
 - School wide participation
 - Small blurb about acceptance on daily announcements
 - For the 2015 Words Hurt Week, we plan to have students speak on panels about homophobia, transphobia, ableism, racism, etc.
- **Transgender Day of Remembrance**
 - FHS's first TDOR was held in 2014
 - Administration was very supportive, allowed us to speak on morning announcements and set up information table before school
- **Miscellaneous**
 - SAGE was officially recognized as a district club this year

Challenges

- **Transgender and gender expression non-conforming students are not included in the anti-discrimination policy**
 - A modernized nondiscrimination policy that explicitly includes transgender and gender non-conforming students is necessary
 - Inclusion efforts often met with apathy
 - Administration does not seem to recognize that this is a problem
- **While GSAFE training (2013) improved school climate, more efforts are needed**
 - LGBTQ+ students still experience apathy when reporting bullying/discrimination to teachers
 - Transgender students report lack of inclusion in classrooms
 - More explicit guidance from administration on how to include transgender students is necessary

Professional Development Opportunities

- A GSAFE Workshop was required for all high school staff during in-service days prior to the start of the school year in the Fall of 2013
- Prior to the GSAFE Workshop, the school district had spent nearly five years in-servicing about the experiences of students of color, equity and white privilege
- Staff and administration were very receptive to the information that was presented- many conversations afterwards
- Minimal "intentional" follow-up has been done to continue to engage staff around the work of inclusivity (but is much needed)

Next Steps?



Evaluate the Impact

- Did the chosen action result in a change?
- How will we know? What will we measure?
- What level of change did we address?
- Are there next steps needed?



Resources Needed



- Professional Development for Staff-local
- Professional Development for Project Coordinator
- Policy Guidance
- Peer-to-Peer Networking
- Curriculum
- Other?
- What topics?



General Announcements

- Link to Program Evaluation Reporting System (PERS) survey will be sent to project lead.
- HGD Cadre
- 2015 Youth Risk Behavior Survey

Upcoming Professional Development

- Adolescent Health Symposium
 - ▣ February 5th-6th (Madison)
- Community Readiness Assessment (CRA) Training
 - ▣ February 25th-26th (Madison)
- Hot Topics in Health and PE
 - ▣ March 4th (La Crosse)
- Summer Institute (Attendance Required)
 - ▣ June 17th-18th (Madison Marriott West)

Kognito License Request

- Step In and Speak Up
- Virtual role play for all school staff
- Builds skills to support students struggling with harassment, isolation or violence related to orientation, identity or other perceived differences.
- <http://www.kognito.com/products/stepin/>
 - ▣ View About section
 - ▣ View demo version
 - ▣ Product walkthrough


