Supporting LGBTQ+ Youth
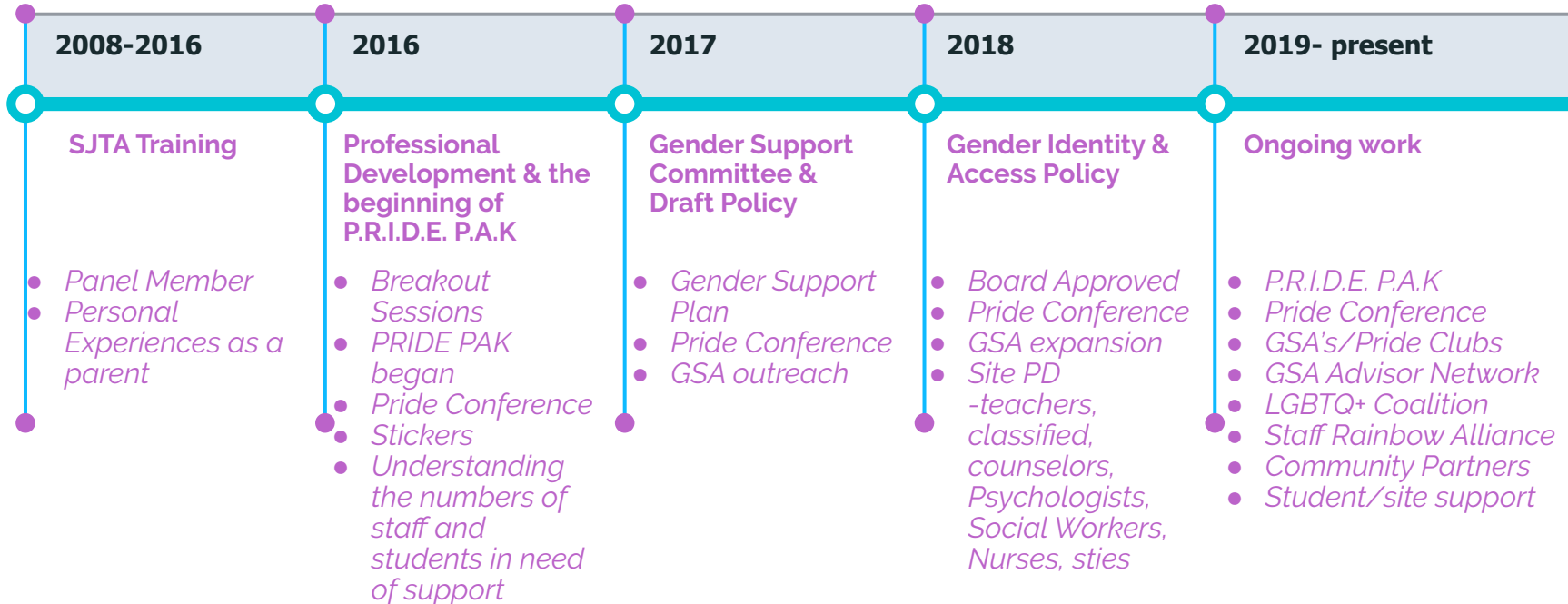# In San Juan Unified School District

Lori Vine, Coordinator
Department of Equity & Student Achievement

Timeline of Supports in SJUSD

2008-2016
SJTA Training

- *Panel Member*
- *Personal Experiences as a parent*

2016
Professional Development & the beginning of P.R.I.D.E. P.A.K

- *Breakout Sessions*
- *PRIDE PAK began*
- *Pride Conference*
- *Stickers*
- *Understanding the numbers of staff and students in need of support*

2017
Gender Support Committee & Draft Policy

- *Gender Support Plan*
- *Pride Conference*
- *GSA outreach*

2018
Gender Identity & Access Policy

- *Board Approved*
- *Pride Conference*
- *GSA expansion*
- *Site PD -teachers, classified, counselors, Psychologists, Social Workers, Nurses, sties*

2019- present
Ongoing work

- *P.R.I.D.E. P.A.K*
- *Pride Conference*
- *GSA's/Pride Clubs*
- *GSA Advisor Network*
- *LGBTQ+ Coalition*
- *Staff Rainbow Alliance*
- *Community Partners*
- *Student/site support*

San Juan Unified School District
LGBTQ+ Supports & Inclusive Practices

◆ **GSA's/ PRIDE Clubs**

◆ **P.R.I.D.E. P.A.K.**

◆ **GSA/PRIDE Club Advisor Network**

◆ **LGBTQ + Coalition**

◆ **Community Partners**

◆ **Professional Development**

- **10 High Schools**
- **7 Middle Schools**
- **6 K-8 Schools**

GSA/ PRIDE Club Advisor Network
- Training
- Meetings
- Highlights
- Resources

https://gsanetwork.org/

FROM THE NATIONAL ASSOCIATION OF GSA NETWORKS

PRIDE PAK was created to give student members an opportunity to promote equity and safer learning environments for all diverse student populations on their campuses. **PRIDE PAK** is currently comprised of students from the Gay Straight/Gender-Sexuality Alliance clubs of SJUSD high schools. Through workshops, outreach and various site based campaigns, these students will help ensure our campuses are inclusive to all unique populations of students.

To date, **PRIDE PAK** has hosted 4 student led conferences, in which they have trained over 350 staff members. Many students have co-presented with me at various sites for Professional Development as well as to some classes in the CSUS Counseling Department.

P.R.I.D.E P.A.K

ADVOCATE | EDUCATE | INSPIRE

LGBTQ + Coalition

 In an effort to coordinate and mobilize our efforts, the LGBTQ+ Coalition was established in December of 2018.

- **Gender Support Committee** - this committee made up of all stakeholders helped move our Gender Identity & Access policy through the approval process as well as created a gender support plan/guide to help support our gender expansive youth.

- **Staff Rainbow Alliance** - A newly formed group dedicated to ensuring that LGBTQ + identified staff feel safe as employees. Goals of the group include:
  - ◦ Provide increased visibility for LGBTQ staff and allies on all school campuses.
  - ◦ Increase feelings of safety for LGBTQ staff to be out on campus.
  - ◦ Promote visibility of group and grow membership in group

- **SJTA training team** - a group that provides a 3 day LGBTQ + training every January through SJTA .

- **Leadership Series** - a group of School Psychologists who spent last year focused on supporting LGBTQ + youth by surveying the staff at their sites and provided mini-workshops. Many of them will continue this work this year through this new committee.

- **GSA Advisors** - dedicated staff that provide safe space on a weekly basis for students to gather in their GSA clubs

LGBTQ + Coalition Action Items 2019-2020

Professional Development	- Staff and administrators need to know the work that has been done by the diversity alliance so far - just to plants seeds and open minds - Build culturally aware responses to homophobia - Staff PD: Create an accepting school climate & implement inclusive practices on your campus - Understanding the developmental/cognitive research behind gender/sexuality (esp for K-5/K-8) - Identify staff at each site who can be a liaison to the training services - Survey staff and students about what type of training is needed - Train admin/staff- how to be in compliance with anti-discrimination laws and avoid discrimination lawsuits
Resources	- Videos and articles to generate discussions for GSA clubs - Lesson plan and event ideas for GSA club advisors - Website to access resources (google site so we can collaborate on contributing to it) - Optional printed resource binders - Lesson plans/ideas for all subjects (esp. STEM) - Book lists for libraries/staff - By topic, grade level, lexile - How to support LGBTQ+ youth and risk factors/suicidal signs/symptomatology in youth - Focus on celebrating queerness - Safe community spaces: - Lambda Center - Gender Health Center - PFLAG - LGBT Community Center - Share LGBTQ & safety resources among school sites

Staff Support	○ How to talk to students who are/aren't LGBT supportive ○ How to talk to parents ○ What can we say to parents ○ How can we support site administrators to create culture of safety for teachers (who are LGBTQ identified) & those outwardly supporting LGBTQ kids ○ Where can they find resources to support students? ○ Safe spaces/clubs ○ Decorate interested schools with safe space posters ○ How can we support staff who identify as LGBTQ?
Student Involvement	○ Student driven assembly ○ Safe space poster contest ○ What does this look like at a K-8? ○ District adopted and provided movies/tv shows that include peopl who identify as LGBTQ and people of varying diversity provdied to all sites for after school movie events ○ PRIDE PAK members teach other GSA's how to make safe space posters and find visual resources for interested sites ○ Connecting JR High 8th graders to HS LGBTQ supports in the spring ○ HS students talk to middle school teachers about their experiences

Mentorship	- Peer to peer supports (buddies!) - GSA clubs (HS)mentor GSA's at middle schools - partner and connect at events - Staff list at sites for kids to talk to - bbq/potluck to create spaces for adults/students - Connect LGBTQ+ students with on campus mentors (adults and older teens) for support and guidance
Site Events	- District wide Day of Silence protocols and encourage involvement at all sites - Booth or table represented in school-wide activities, such as international or multicultural day - Promote gender neutral royal court - Day/week of Silence support - schools request help/support in implementing event - Playwriting/poetry events - LGBTQ themed - Family events at school site vs. gender/parent specific (i.e. Daddy/Daughter dance) - Having college GSA/Centers present at and college/career nights

COMMUNITY
Partners

Stonewall Foundation

- The foundation was established in late 2016.
- It funds a university scholarship aimed at students working to increase LGBTQ equity and representation in civic affairs.
- Foundation resources will cultivate leadership through education and partnerships with LGBTQ individuals, educators, government officials, and social justice communities to achieve our goals.
- The Stonewall Foundation supports youth advocacy training to promote LGBTQ leadership that will advance justice.

STONEWA
FOUNDATIC
OF GREATER SACRAME

gender**spectrum**

https://www.genderspectrum.org/

SACRAMENTO
LGBT
COMMUNITY CENTER

https://saccenter.org/

GLSEN®
GAY, LESBIAN & STRAIGHT
EDUCATION NETWORK

https://www.glsen.org/

sac
lib SACRAMENTO PUBLIC LIBRARY

https://www.saclibrary.org/Books/Special-Collections/Lavender-Collection

Welcoming Schools

http://www.welcomingschools.org/

GENDER
HEALTH CENTER

https://www.thegenderhealthcenter.org/

Laws Impacting LGBTQ+ Youth

- **AB 537:** (California Student Safety and Violence Prevention Act of 2000**)** Revised non discrimination policy added actual or perceived sexual orientation and gender identity to the existing nondiscrimination policy, which includes protection based on sex, ethnicity, race, religion, or physical disability.

- **SETH's Law (2012):** Strengthens existing state anti-bullying laws to protect CA public school students who are bullied based on their actual or perceived sexual orientation, gender identity/expression, race, ethnicity, nationality, gender, disability, and religion.

- **AB 1266 (2013):** This bill requires that a pupil be permitted to participate in sex-segregated school programs and activities, including athletic teams and competitions, and use facilities consistent with his or her gender identity, irrespective of the gender listed on the pupil's records.

- **Title IX:** No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

- **The California Healthy Youth Act:** which took effect in January 2016, requires school districts to provide students with integrated, comprehensive, accurate, and unbiased comprehensive sexual health and HIV prevention education at least once in middle school and once in high school.   The law is intended to ensure that students develop the knowledge and skills necessary to 1) protect their sexual and reproductive health from HIV, other sexually transmitted infections, and unintended pregnancy; 2) develop healthy attitudes concerning adolescent growth and development, body image, gender, sexual orientation, relationships, marriage, and family; and 3) have healthy, positive, and safe relationships and behaviors. It promotes understanding of sexuality as a normal part of human development.

Laws Impacting LGBTQ+ Youth

- **FAIR Education Act:** The FAIR Education Act (also known as Senate Bill 48) was signed into law in 2011. It requires that California public schools provide Fair, Accurate, Inclusive and Respectful representations of our diverse ethnic and cultural population in the K-12 grade history and social studies curriculum.

According to the FAIR Education Act, instruction in history/ social science shall include the following ethnic and cultural populations in the teaching California and United States history:

- Both men and women;
- Native Americans;
- African Americans;
- Mexican Americans;
- Asian Americans;
- Pacific Islanders;
- European Americans;
- Lesbian, gay, bisexual, and transgender Americans;
- Persons with disabilities;

Language added to Education Code section 51204.5: "Instruction in social sciences shall include the early history of California and a study of the role and contributions of...lesbian, gay, bisexual, and transgender Americans...and members of other ethnic and cultural groups, to the economic, political, and social development of California and the United States of America, with particular emphasis on portraying the role of these groups in contemporary society."

Gender Identity & Access Policy

The district has a legal obligation to ensure that transgender and gender nonconforming students are safe, supported, and fully included in all school activities, programs, facilities, and educational opportunities.

We Need To Understand How To Respectfully Treat Gender Expansive Students With Regard To Areas Like Records, Name, Pronouns; Student Privacy; Sex-segregated Facilities; Dress Codes; Or Athletics.

Gender Support Plan/Guide

1. Gather information about the student's home life. Does anyone at their place of residence(s), including siblings, know their preferred name and gender pronouns? Are they supportive? In what way are they supportive? Who does not know or is not supportive?
*What name/pronouns should be used when communicating with the caregiver/place of residence?

2. CONFIDENTIALITY AND PRIVACY – We cannot share the student's information without their permission, so be sure to ask who they would/would not like to inform and if they want your help in doing so.
☐Principal ☐ Vice Principal ☐ Counselor ☐ Secretaries ☐ Campus Monitor ☐ Yard Duties ☐ Nurse ☐Coaches ☐School Psychologist ☐ All Teachers ☐ No Teachers ☐ My Teachers only ☐ Attendance Clerks ☐ Registrar ☐ Cafeteria Staff ☐Custodians

3. Having a preferred name added to Q is an important and affirming decision for many students but should only be done after a support meeting has been completed.
A student's name and gender can be changed in Q, but their legal name and gender marker will remain on official school files such as: CUM, IEP's, 504's, Transcripts, CASSPP, Emergency Cards, SAT/ACT, College Bowl, AP Tests, College applications, State ID, Map testing, Work permits, Scholarships, FAFSA, Dream Act
Please make sure the student understands that their parent/guardian or any staff that have access to Q will be able to see their preferred name when they log in.
- **** If a student requests to have their preferred name in Q, a designated staff with student editor access can make these changes.** *(A Name Change Request Form will be available soon to support this process)*
- If the initial of their first name changes, then a new student email will be generated after 24 hours to reflect the change.
- Student/Family should be made aware that if they move out of the district, they will need to go through this process in the new district.

4. *Legally, students can use their preferred name on their school ID, in the yearbook, and on their diploma. Please explain submission deadlines to them for things such as yearbook.* *Please remind the student that their parent/guardian has access to these items and will be able to see the preferred name and gender.*

5. Please discuss what restroom(s) and/or locker room they would prefer to use.
AB 1266-Legally, students can use the restroom and locker room that corresponds with their gender identity. Other options include changing in a single stall bathroom, using restrooms at alternative times, changing before or after other students, or using another private space on campus. This HAS to be the student's choice, not what makes the adults more comfortable.

6. Do they need any additional support? ☐ Social-emotional Support on campus (counselor, School Psychologist, MTSS, etc.) ☐ Off Site Counseling ☐ Health/Medical ☐ Family Dynamics/ Support ☐ Student Groups/Club ☐ Bullying/Harassment ☐ Extra-Curricular Activities ☐ Athletics ☐ College/Career Readiness ☐ Outside Agencies

You are allowed to change names in Q!

Administrators and their designees have the ability to correct student names in Q. There are various circumstances which a student may encounter that require a different name be used outside of mandated reports and functions requiring the use of a legal name only. This process supports student education in those circumstances at the discretion of the administrator.

1. Login to Q
2. Select Menu
3. Enrollment
4. Student Editor

5. In the Q Student Editor, change the Student Name to reflect the desired name, and click submit.

6. In the Q Student Editor, add an AKA of the type Legal Name which will hold the student's legal name. Submit. That type of AKA will print on transcripts and will be used in state reporting.

What can you do from the seat you sit in...

- Know the lingo

- Understand the laws

- Show visible signs of support

- Affirm any student who shares their identity with you

- Use preferred names/pronouns

- Have some resources available or know where to direct students

- Privacy/Confidentiality is very important!

- Find your talking points for the hard questions

- Let people at your site know you are available to help

- https://sites.google.com/sanjuan.edu/lgbtqresources/home

Display Safe Space Signs Where You Can

A sticker, a poster, a flag, anything that could tell your students that you're a safe space for students. Unfortunately, some students do not have a safe space to be themselves at home because their family or guardians might not be open to LGBTQ+, so school is the place where they can be themselves.

SAFE
SPACE

GLSEN GLSEN.org

If you would posters, please go to the following website to download:

https://www.cta.org/forallstudents
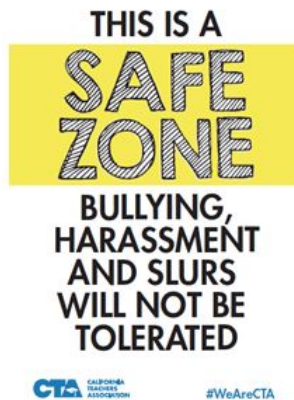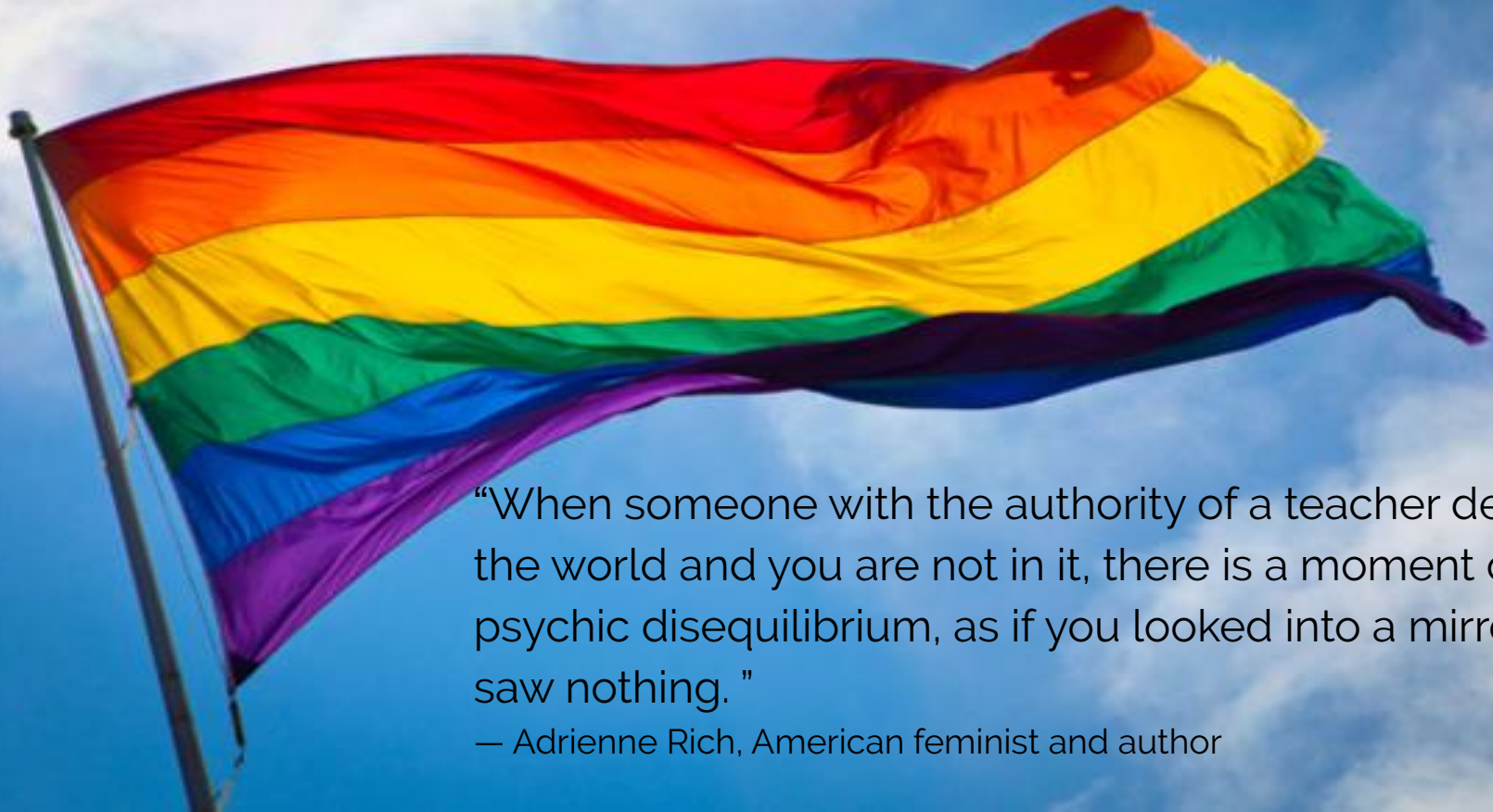
"When someone with the authority of a teacher describes the world and you are not in it, there is a moment of psychic disequilibrium, as if you looked into a mirror and saw nothing."
— Adrienne Rich, American feminist and author

- If you would like more information, here is a list of useful resources/websites.

http://bit.ly/lgbtqresourcelinks

- If anyone who like more information or has questions, please feel free to contact me:

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San Juan Unified School District

Department of Equity & Student Achievement

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