Essential Partnerships for Creating Equitable & Inclusive Schools for LGBTQ+ Youth
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WHERE WE ARE

OAKLAND
KIPP Bridge Academy

SAN LORENZO
KIPP Summit Academy
KIPP King Collegiate High School

SAN JOSE
KIPP San Jose Collegiate
KIPP Heartwood Academy
KIPP Heritage Academy
KIPP Nogales College Prep
KIPP Price Preparatory Academy

EAST PALO ALTO
KIPP Valor Community Prep

REDWOOD CITY
KIPP Excellence Community Prep

SAN FRANCISCO
KIPP Bayview Academy
KIPP Bayview Elementary
KIPP San Francisco College Preparatory
KIPP San Francisco Bay Academy

Participants will be able to:

1. Identify relevant terms and importance of gender pronouns
2. Explore biases & privilege in working with LGBTQ+ youth
3. Understand some ways your schools or regional teams could implement inclusive and equitable practices
4. Plan relevant next steps for their individual sites

Do Now

KWL Handout Part 1

Independently

- Timer: 2 minute
- Complete the Know & Wonder sections
- As questions arise, write in W section

Access Slides, Handouts, & Resources at:
bit.ly/KIPP_LGBTQ [case sensitive]
**Turn & Talk**

Introduce yourself with:
- Name & District
- Pronouns
- 1 thing I am wondering is...

My name is Hermione Granger, and my pronouns are she/her/hers.

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**Fist to Five:**

How far along is your district in regards to being LGBTQ+ friendly?

(fist being not at all - five being very!)

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**Quick Note re: The “Alphabet Soup”**

*we’ll be using LGBTQ+ throughout this presentation*

- Lesbian
- Gay
- Bisexual
- Transgender
- Questioning/Queer*
- Intersex
- Asexual/Aromantic
- 2-Spirit**

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**Test Your Knowledge**

**Terminology Match-up Activity**

Groups of 3-4
- Complete as much of the matching as possible
- Discuss with your group
- Answers are on the bottom!

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**The Gender Unicorn**

[Diagram showing various gender identities, expressions, and attractions.]
What are Gender Pronouns (GPs)?

GPs are how we reference people in third person
- Some examples of GPs are she/her, he/his, they/them
- GPs, like names, are personal & cannot be guessed
- Other people’s pronouns are not “preferred”

To guess/assume GPs is to guess/assume gender identity
- This assumption can cause harm because appearance does not necessarily correlate with gender identity

Why do GPs matter?

Using GPs is tied to our ongoing work to create an inclusive environment where...
- We do not assume gender identity based on appearance
- We avoid misgendering, which is a harmful microaggression
- We challenge harmful social norms that maintain systemic inequity
  - Such as wage inequity & discrimination

Why Affirming Student Identity is Important

Checking Your Privilege

While we cannot “turn off” our privilege, we can “check” our privilege, meaning we can examine and address the privileges that our identities grant us.
Personal Privilege ✓-In

Review the cisgender & heterosexual privilege lists on your own for 1 minute

- Place ✓ marks next to the phrases that resonate as common experiences in your life
- Reflect! (What would your life be like without these occurrences/expectations?)

Implementing Inclusive & Equitable Processes at School Sites

Supporting Our Region

Regionally

QIPP: Queer Affinity Group

Short-term Goals
- Monthly meetings to discuss growths and concerns
- Participation in local Pride Marches & Events

Long-term Initiatives
- Work with ED to draft & implement policy support LGBTQ+ youth
- Update student culture survey to gather useful data
- Utilize data to guide support for schools
- Train School Leaders on laws, school culture, inclusion
- School-based GSA clubs at all schools

Transgender Equality Policy

Gender Identity Equality and Nondiscrimination Policy

PURPOSE:
California law and KIPP Bay Area Public Schools (“KIPP”) require that all programs, activities, and employment practices be free from discrimination based on sex, sexual orientation, or gender identity. This policy is designed to comply with these mandates to create a safe learning environment for all students and to ensure that every student has equal access to all school programs, activities, and facilities.

This policy sets out guidelines for KIPP and KPP staffs to address the needs of transgender, gender nonconforming, and queer students and clarifies how state law should be implemented in situations where questions may arise about how to protect the legal rights or safety of such students.

This policy does not anticipate every situation that might occur with respect to transgender or gender nonconforming students, and the needs of each transgender, gender nonconforming, or queer student must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and healthy development of the transgender, gender nonconforming, or queer student while maximizing the student’s social integration and minimizing stigmatization of the student.

Supporting Our Students

Katie’s Experience

- Invited presenter from local CBO
- Consulting with QIPP to align initiatives
- Starting joint Gender-Sexuality Alliance (GSA)
  - Obstacles/Concerns
  - Calendaring Staff PD
  - Completing Assessment of school equity
  - Future Plans

Grace’s Experience with Supporting Transition

- History with student - relationship of trust
- Coming out & supports offered
  - Contacting teachers
  - Setting up bathroom use
  - Continued support into the new school year
- Conversations with other students
- IEP & parent involvement
Supporting Our Students

Starting A Gender and Sexuality Alliance (GSA)

- Desire to support beyond assessments
  - Tier 2 support
- Psych team initiative
- Capacity to support extracurricular programing
- Buy-In From Key Stakeholders
  - Principal & after-school coordinator
  - Spreading the word and “recruitment”

Implementation and Outcomes

- Steps for success
- Key dates/times for meetings
- Vision/mission for a mixed age group
  - Awareness, socialization, activism
- Safe Person / Safe Place
  - Allies and coming out
- Building community
  - Outreach

Legal Protections at Schools

Title IX is federal law

It makes it illegal for schools receiving federal funding to discriminate based on sex

Resources

School Readiness Assessment

Gender Spectrum
- Resources to build gender inclusivity; teaching about gender; policy and law
Resources

Schools in Transition | Gender Support Plan | Gender Transition Plan

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**Resources**

- National Center for Transgender Equality
  - Specific information regarding rights and ID Document changes for TGNC people

**Turn and Talk**

What do you see as some ways you could bring awareness to LGBTQ+ issues at your school site/regional office?

What do you foresee as some obstacles in your region in bringing more awareness around LGBTQ+ issues?

At my school site/regional office, we’ve done this...

No one’s working on this yet...maybe I could get involved!

This is what’s happening at my school site/regional office...

**Whole Group Discussion**

Resource Sharing

- Ask a question
- Share a success / win!

**Next steps**

- Write 3-5 Action Steps you will take to start/continue this work at your school/region
  - Include Due Dates!

Examples:
- "Identify local LGBTQ+ resource centers / CBOs"  
- "Talk to my Administrators"  
- "Utilize Assessment to determine school areas of growth"  
- "Hang Safe Space/Safe Person sticker in my office"

As we review resources, identify resources or people who may be able to support you in completing your Action Steps.
Simple Ways to Support LGBTQ+ Students & Co-workers

Make gender pronouns a norm!

Use gender-neutral language!

Create a safe space!

Make your pronouns a norm anytime you introduce yourself (including on your email signature & name tags). Encourage others at your school/in your regional office to do the same when comfortable!

Swap "guys" and "ladies & gents" for "students, folks, everyone." Swap "boyfriend/girlfriend" or "husband/wife" for "partner."

Leverage your privilege/positionality to be a vocal advocate: support inclusive policies, help establish GSA groups, bring resources into your environment, own your own continued learning.

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References:

GLSEN Safe Space Kit
Sam Killerman - It’s Pronounced Metrosexual
Trans Student Educational Resources
Todd Savage, Heidi Springborg, Leslie Lagerstrom

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Resources

Lambda Legal
- Cases/Precedent Related to Trans & Gender Non-Conforming Youth

Resources

Lambda Legal
- On homepage, select your state from the drop-down menu to access LGBT rights.
Resources

Lambda Legal
● State caselaw is vastly different! Georgia vs. California:

Schools

- Does the law prohibit bullying or violence?
- Does the law specifically mention sexual orientation?
- Does the law specifically mention gender identity?
- Does the law apply to public schools?

- Are there anti-discrimination laws that apply to schools?

State caselaw is vastly different! Georgia vs. California:

Transgender Law Center
● Cases/Precedent Related to Trans & Gender Non-Conforming Youth

Gay, Lesbian, and Straight Education Network (GLSEN)
● Educator Resources; Annual Monthly Events; GSA resources & support guides

GSA Network
● Lots of resources and activity ideas for school-based GSAs

Trans Student Educational Resources (TSER)
● Educator Resources; Annual Monthly Events; GSA resources & support guides

The Trevor Project
● Leading suicide prevention resource for LGBTQ Youth
Resources

Somos Familia
- Bay Area Based resource geared for Hispanic/Latino families & family acceptance

SFSU Family Acceptance Project
- Great resources for families, available in multiple languages

Human Rights Campaign's Welcoming Schools
- Welcoming Schools starter kit with PD guidelines, lesson plans, and more

NASP - Resources to support LGBTQ+ Youth

UCSF Center for Transgender Health
- Health care guide for primary care physicians

Additional Slides & Resources
Gender Identity

- Personal experience of one’s own gender
- Some consider their identity to fall outside of the traditional woman to man binary
- Some examples of non-binary identities are: genderqueer, agender, third-gender, bigender, two-spirit, etc...

Gender Expression

- The terms “feminine” and “masculine” relate to traditions and norms associated with “woman” and “man.”
- Gender expression is how you demonstrate gender through the ways you act, dress, behave, and interact - intentional or unintended.
- Because gender expression is so fluid, many people will see themselves as a range of points on the spectrum, or expressing differently, depending on the situation.

Sex Assigned at Birth

- The assignment and classification of people as male, female, intersex, or another sex based on a combination of anatomy, hormones, chromosomes
- 1 in 100 births differ from male or female, as common as being born with red hair!

Sexual Orientation: Physical & Emotional Attraction

- Sexual orientation is about who you are both physically and emotionally attracted to, which can differ.

Personalize Your Gender Unicorn

Assessing Your Personal Beliefs

Check Yourself: Understanding Your Biases

Recognizing your own biases is an important first step in becoming an ally. Based on your responses to these questions:

- Do you think you have internalized some of the anti-LGBTQ+ messages pervasive in our world?
- How might your beliefs influence your actions as an educator of LGBTQ+ students?

The more aware we are of our own biases and their impact on our behavior, the easier it is to ensure that our personal beliefs don't undermine our efforts to support LGBTQ+ students.