

**Social & Racial Justice Meeting Minutes**  
**April 10, 2023, 5PM - 5:50PM**

Attendants: Denise Webster, Christy Liddy, Jeff Hunsberger, Sophie Hunsberger, Betzi Goodman, Jan Epstein, Maria Davies, Mark Nielson, Tommy O'Connor, Eric Remmers (this meeting was also open to the public, but there were no attendants this month)

Call to order by Chair, Denise Webster at 5:03PM

Minutes of March 13, 2023 reviewed - no changes made. O'Connor motioned, Liddy seconded. Minutes were approved.

Davies nominated Webster to continue chairing this committee; all were in favor of her remaining the Chair.

Webster nominated Liddy to be the scribe; O'Connor seconded; all were in favor so Liddy is the new scribe.

Davies distributed copies of the Climate Survey to our committee, including GMTCC Staff Climate Data, GMTCC Student Climate Data, LUMS/LUHS Student Climate Data, and LUMS/LUHS Staff Climate Data. She talked about the presentation that she provided to ADCO about priorities they found as the Design Equity Team. The Design Equity Team has BIPOC and LGBTQIA+ representatives. The presentation included a discussion about equity and critical awareness, researching design, and beginning to survey and map where we are and analyze the data. We will continue to focus on why we are coming together - to continue to build a culture and climate that is positive for all students and faculty. Brief discussion on where we want to go - goals and outcomes.

S. Hunsberger talked about how some of her teachers have class agreements that the students collaborate and decide on with their instructor as a model to help everyone to focus on the goals. These are posted in the classroom and regularly discussed during classes.

There was a discussion on how HHB is a great and preventative education after an incident has happened; it is critical to continue.

*Actionable items:*

LUHS has Tomi Weibaum, MSW is our Adolescent and Adult Behavioral Health Consultant at LUHS and is working with GLOW as well as 1:1 with some of our youth.

Clarina Howard Nichols also did a presentation to youth last week on healthy relationships, boundaries, and consent with the GLOW group, a much needed training for all youth.

Ride LNSU - Chill Foundation and LNSU collaboration which includes snowboarding for LNSU youth.

Vermont Public - But Why? Podcast curriculum will be implemented into Camp All of Us. Camp All of Us will be during the summer; Davies is working with Robin Genetti on this and not sure which schools will have access to it, but she is creating lesson plans now.

Davies had a surplus of Flynn tickets to Shrek: the Musical. She emailed all elementary school principals to distribute for the Thursday, April 13th, 7:30PM show.

There was a discussion on how to respond to questions around trans athletes in school. J. Hunsberger said that the Principal's Statement from VPA was the go-to. Here it is:

1.

**Policy on Gender Identity**

The Vermont Principals' Association (VPA) recognizes the value of participation in interscholastic sports for all student athletes. The VPA is committed to providing all students with the opportunity to participate in VPA activities in a manner consistent with their gender identity as is outlined in the Vermont Agency of Education Best Practices For Schools For Transgender And Gender Nonconforming Students.

Vermont's Public Accommodations Act (9 V.S.A. 4502) and VPA policies prohibits discrimination and/or harassment of students on school property or at school functions by students or employees. The prohibition against discrimination includes discrimination based on a student's actual or perceived sex and gender. Gender includes a person's actual or perceived sex as well as gender identity and expression.

a. **Definitions:**

For the purposes of these guidelines, the following definitions will apply:

- i. **Assigned Sex at Birth:** the sex designation, usually male or female, assigned to a person when they are born.
- ii. **Gender Expression:** the manner in which a person represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice or mannerisms.
- iii. **Gender Identity:** means an individual's actual or perceived gender identity, or gender-related characteristics intrinsically related to an individual's gender or gender-identity, regardless of the individual's assigned sex at birth. (1 V.S.A. 144)
- iv. **Gender non-conforming:** a term used to describe people whose gender expressions differs from stereotypic expectations. The term "gender variant" or "gender atypical" are also used. Gender non-conforming individuals may identify as male, female, some combination of both, or neither.
- v. **Sexual Orientation:** a person's sexual orientation and sexual attraction to other people based on the gender of the other person. Sexual orientation is not the same as gender identity. Not all transgender youth identify as gay, lesbian or bisexual and not all gay, lesbian and bisexual youth display gender nonconforming characteristics.
- vi. **Transgender:** an adjective describing a person whose sex assigned to him or her at birth does not correspond to their gender identity.
- vii. **Transition:** the process in which a person goes from living and identifying as one gender to living and identifying as another.

b. **Privacy Policy:**

All discussions and documentation shall be kept confidential to the extent permitted by law unless the student and the family make a specific request in writing.

c. **Procedures:**

- i. The student and the parent(s)/guardians shall notify the Superintendent (or designee) that the student would like the opportunity to participate in interscholastic athletics consistent with the gender he/she identifies as.
- ii. The student's home school will determine the eligibility of a student seeking to participate in interscholastic athletics in a manner consistent with his/her gender identity where the student's gender identity does not correspond to his/her sex assigned at birth.
- iii. The Superintendent (or designee) will confirm the gender identity asserted for purposes of trying out for an interscholastic sports team through documentation from the parent, guardian, guidance counselor or from a doctor, psychologist, counselor or other medical personnel. A medical diagnosis shall not be required.
- iv. Once a member school has rendered a determination of eligibility to try out for an interscholastic sports team or teams which corresponds to the student's gender identity the eligibility is granted for the duration of the student's participation in interscholastic athletics. The student must meet all school and VPA standards for eligibility for practice and competition.
- v. The school's Athletic Director should notify the VPA if any accommodations are needed.

d. **Appeals:**

All appeals with respect to a school's determination as to eligibility of a transgender student to participate in interscholastic sports will go directly to the VPA for consideration/action.

O'Connor mentioned he would like to see qualitative data on the types of bullying that students or faculty see in the schools - what does it look like?

Meeting adjourned at 5:50PM.

Respectfully submitted by Christy Liddy