



Everyone is Welcome! Parent Power To Support LGBTQIA+ Scholars At School

December 12th, 2024

R. Thursday, They/Them, Shana Ludwig, She/They,
Decatur Queer Inclusive Community Student Group,
Colleen Allen, She/Her



Norms

Welcome to our safe and inclusive community!

- We will honor names and pronouns
- We will use positive and inclusive language
- We will ask for consent from others before taking photos or videos
- We will be mindful of sharing the air and honoring those speaking

Thank you in advance for agreeing to follow all norms during our session



Artist: Kim Cosier

Land Acknowledgement: We are on Puyallup & Muckleshoot land



“It is important to understand the longstanding history that has brought you to reside on the land, and to seek to understand your place within that history. Land acknowledgements do not exist in a past tense, or historical context: colonialism is a current ongoing process, and we need to build our mindfulness of our present participation.”

– Northwestern University



**Puyallup Tribe
Pride Festival
2024**

Session Outcomes

Our Vision for Excellence and Equity

FWPS believes that each and every scholar has limitless potential and is committed to ensuring that **all scholars, of every race, class, linguistic background, disability, gender identity/expression, sexual orientation, and other exceptionalities, thrive and achieve at high levels.**

We will engage in anti-racist and inclusionary practices to identify and eliminate the barriers that cause disproportionality.

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EACH AND EVERY SCHOLAR WILL:

- Know they have limitless potential and can achieve at the highest levels
- Actively engage in rigorous learning and coursework
- Own and influence their learning
- Engage in culturally sustaining conversations and interactions
- Be seen, heard, valued, and celebrated for who they are
- Be socially and emotionally safe at school in the educational environment: curriculum, instruction, school and classroom culture, and activities

EACH AND EVERY STAFF WILL:

- Value and incorporate representative scholar voices
- Commit to integrating culturally responsive, data-informed anti-racist practices and removing barriers to improve scholar learning, leading to increased achievement
- Facilitate culturally sustaining conversations and interactions
- Feel seen, valued, and heard as professionals and individuals
- Welcome, communicate, and partner with families for scholar success
- Live out our district's values and beliefs

EACH AND EVERY FAMILY WILL:

- Know they are seen, heard, and valued as partners in their scholar's education
- Feel welcomed, connected with, and have a sense of belonging to our schools and district
- Feel empowered to communicate with staff around scholar academic and social-emotional goals and progress
- Be provided the information and resources necessary to support their scholar's success

Provide families with resources to support trans and queer children at school

In our workshop, we will **share how FWPS creates school communities that are safe and supportive for ALL scholars.**

Inclusivity helps ensure ALL students feel safe, supported and that they belong at school!

Families can learn about district resources, policies and procedures that offer support for their trans and queer children and be able to advocate for them

Families will hear from queer high school scholars to hear their experiences and recommendations



Welcome: Warm Opener

- Who is in the room?
- Facilitator & Scholar Introduction & Modeling
- Please share with your neighbor:
 - Name and pronouns
 - What brings you to this session OR what are you hoping to take away today?
 - A few brave volunteers to share out with the group!





**FEDERAL WAY
PUBLIC SCHOOLS**

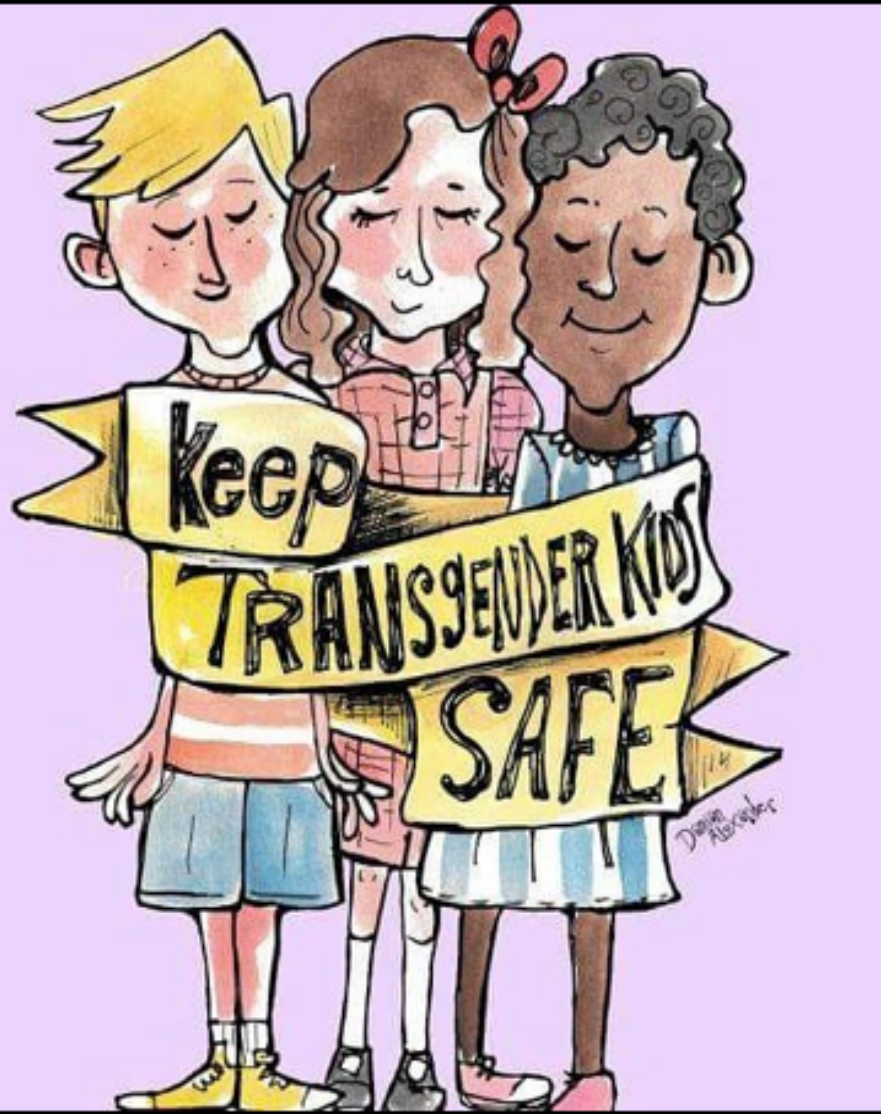
District Protections for LGBTQIA+ Youth

Gender Inclusive Schools: Policy & Procedure 3211

"The District believes in fostering an educational environment that is safe and free of discrimination for all scholars, regardless of sex, sexual orientation, gender identity or gender expression."

This applies to official records, confidential health and education information, communication, restroom and locker room accessibility, sports and physical education, dress codes and other school activities

US PROTECTIONS IN SCHOOLS



Art by Damian Alexander

- Transgender students are protected from discrimination in school based on gender identity or failure to conform to stereotypical notions of gender under **Title IX**
- **Case Law:** Bostock v. Clayton County, Georgia 2020
- U.S. Department of Education Confirms Title IX Protects Students from Discrimination Based on Sexual Orientation and Gender Identity

WIAA ATHLETE PROTECTIONS IN SCHOOLS

WIAA: PHILOSOPHY OF GENDER IDENTITY PARTICIPATION

The WIAA encourages participation for all students regardless of their gender identity or expression. Further, most local, state and federal rules and regulations require schools to provide transgender and other gender-diverse student-athletes with equal opportunities to participate in athletics. The purpose of this policy is to offer clarity with respect to the participation of trans and gender-diverse student-athletes. Additionally, this policy encourages a culture in which student-athletes can compete in a safe and supportive environment, free of discrimination.

Data

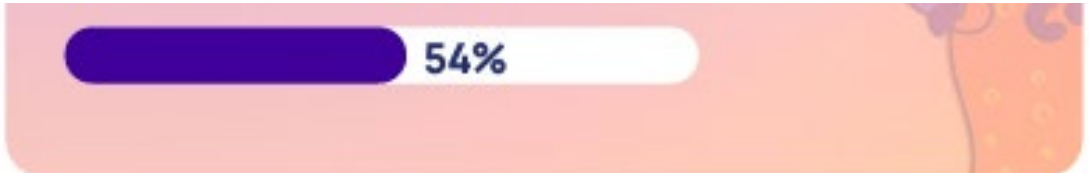
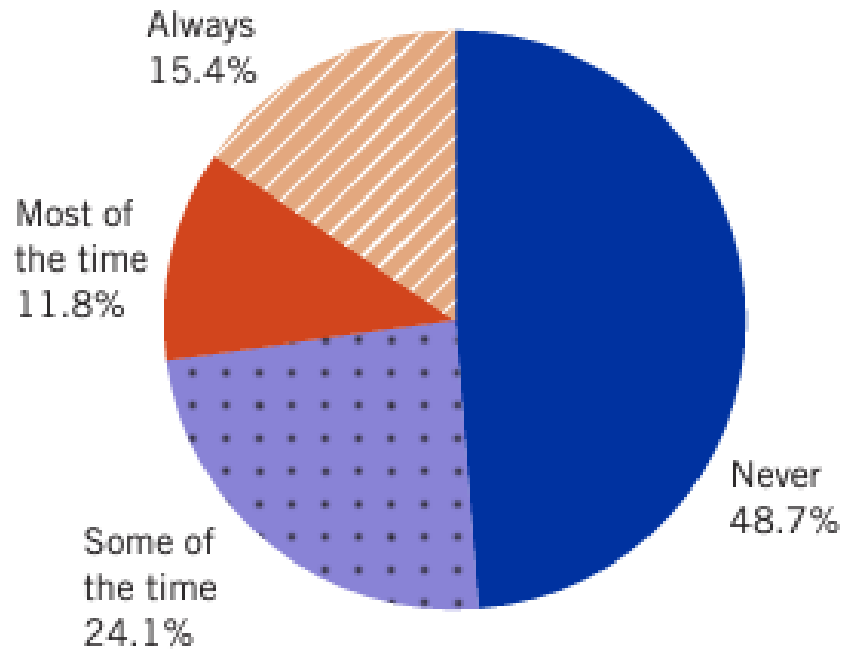
50% of LGBTQ+ young people wanted mental health support in the past year were not

including nearly half of nonbinary young people, compared to less than half of cisgender young people.

Victimization at school was reported by 6% of students. Only 6% of students reported an incident to school staff (6% staff intervention).



Figure 1.26 Frequency of Intervention by LGBTQ+ Students' Family Members (n = 5773)



and nonbinary young people who did not attempt to change gender-affirming clothing, use gender-affirming bathrooms at school, and had not been respected by the people they interacted with. LGBTQ+ students had lower rates of attempting to change gender-affirming clothing compared to those who did not.

... (20%). Most never reported the incident to school staff (6%). Most never reported the incident to school staff (6%). Most never reported the incident to school staff (6%).



Key Vocabulary

- **Assigned Sex:** the sex a person was given at birth, usually based on their external and internal anatomy – historically viewed as a binary (i.e., either male or female)
- **Gender expression:** the external ways a person communicates their gender to others— through their behavior, mannerisms, emotions, style of dress, hairstyle, interests, choice of colors, toys, or activities, etc.
- **Gender identity:** a person’s innate sense of being female, male, nonbinary, genderfluid, or something else
- **Sexual orientation:** who a person is emotionally, physically, and/or romantically attracted to
- **Nonbinary:** an adjective describing a person whose gender identity does not fall into one of the two binary categories (male or female). For example, maybe they identify as something other than male or female or blend elements of both
- **Queer:** a term used to express a spectrum of identities and orientations, including those who do not identify as exclusively straight and/or folks who have non-binary or gender-expansive identities – was previously used as a slur, but has been reclaimed by many parts of the LGBTQIA+ movement

L: Lesbian

G: Gay

B: Bisexual

T: Transgender

Q: Queer

I: Intersex

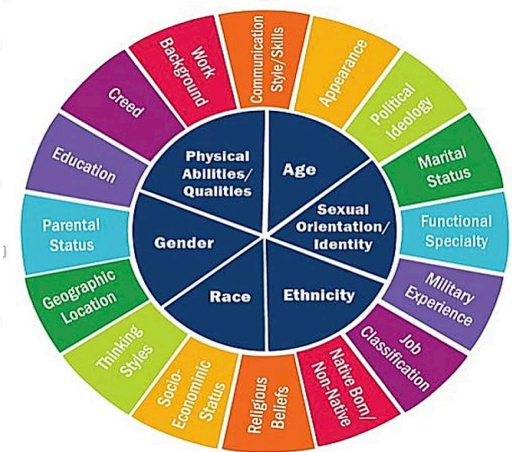
A: Asexual

+ and more!



Intersectionality

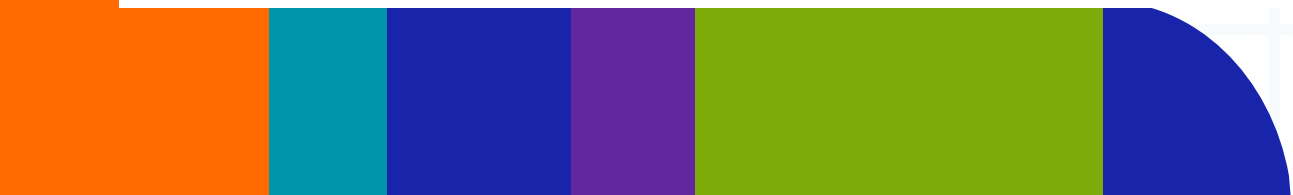
- **Cis privilege** is the unearned societal benefits one receives because they identify with the gender they were assigned at birth
- **Heteronormativity** refers to the dominant social norm or assumption that the majority of relationships in society are heterosexual. Children receive these messages everywhere, including family, pop culture, media and in school
- **Intersectionality** is a term developed by lawyer and civil rights advocate Kimberlé Williams Crenshaw
- People may face multiple forms of discrimination -- they may have privilege in one or more areas as well
- Policies and practices should protect multiple groups of marginalized identities
- In our schools, it is important for students, staff and families to embrace everyone's intersectional identities so people can show up as who they are and help provide a safe and inclusive environment for individuals who may not experience this at home



District Gender Inclusive Schools Guide

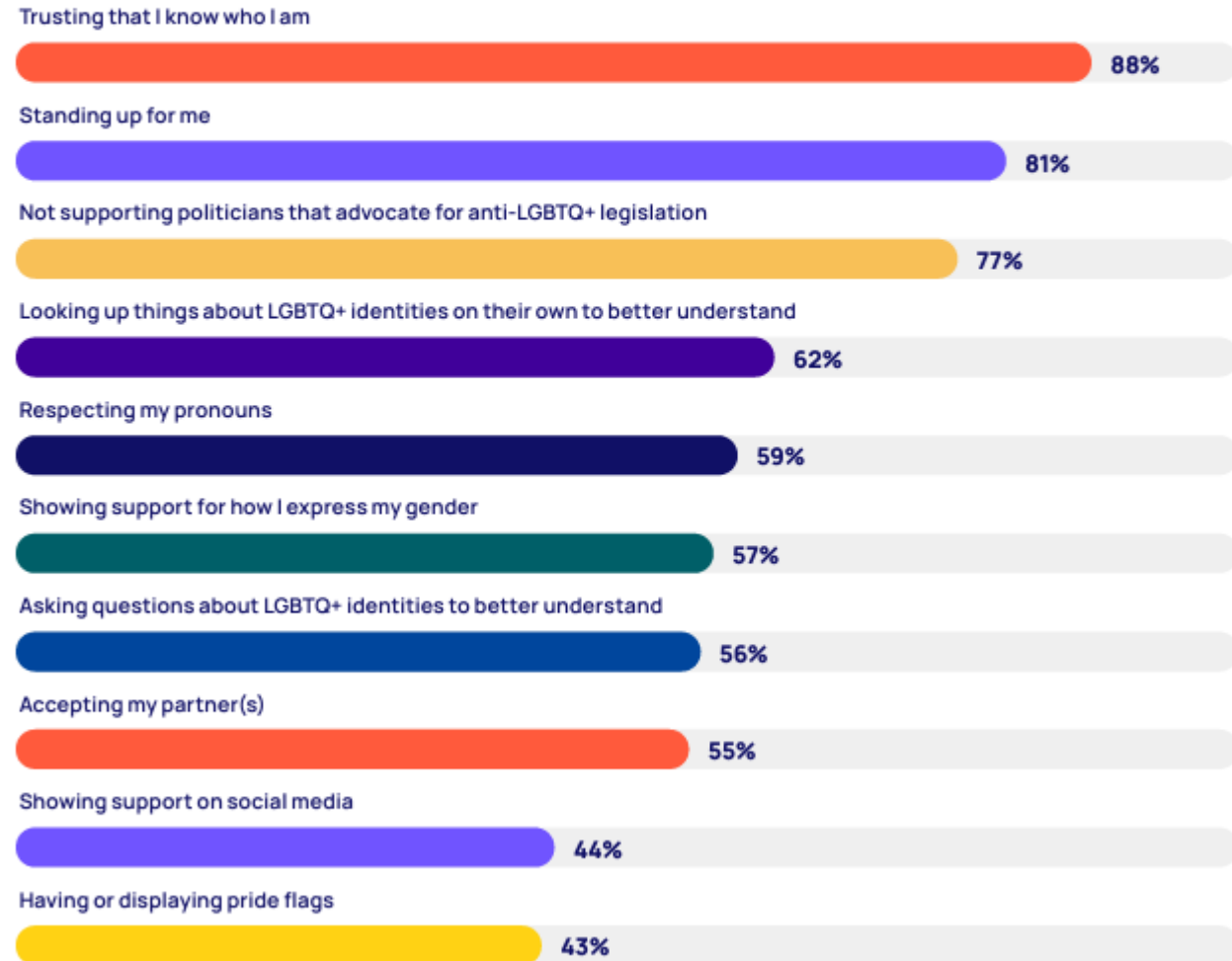


Type of Practice	Inclusive and Supportive Strategies	Inclusive Examples
Creating inclusive spaces	<ul style="list-style-type: none"> • Display signs and other images reinforcing gender inclusion in your classroom • Identify and teach location of school's gender-neutral bathrooms • Share resources with scholars regarding on-campus gender inclusive clubs (GSA) and community LGBTQIA+ organizations • Affirm LGBTQIA+ individuals who come out to you & respect their privacy • Integrate varying perspectives and identities into lessons regularly • If a scholar is transitioning, review Policy/Procedure 3211 and connect with admin and colleagues to support the scholar's safety, privacy, and dignity 	<ul style="list-style-type: none"> • Safe Zone, Safe Space, and All Genders are Welcome posters are displayed • Pronoun and flag pins; Intersectional rainbow and transgender flags • Posters of LGBTQIA+ heroes • School map with location of gender neutral bathrooms • Have books focused on trans and non-binary identities in classroom and read books from these multiple perspectives
Using inclusive language	<ul style="list-style-type: none"> • Use non-gendered, inclusive language and ways to group/organize scholars (as opposed to "boys and girls" or "guys") • Teach and reinforce with scholars that gender expression (clothing/hair) is a continuum – there is no one way to be • Address homophobic or transphobic speech with scholars and staff 	<ul style="list-style-type: none"> • Scholars, folks, everyone, 2nd graders, scientists, readers • Shoe color, table name/number, school mascot, assign numbers, season you were born in • Instead of "tell your mom and dad," tell your "home adults" "your family" "your parents/guardians" "your grownups" • Use non-stereotypical gender-associated colors
Respecting personal pronouns & chosen name	<ul style="list-style-type: none"> • Model and connect pronoun usage to your classroom expectations (e.g., respect means using an individual's correct pronoun(s) and name) • With scholar consent, plan to share information regarding names and pronouns with specialists, other teachers, support staff and guest teachers • Always address negative language and misuse of pronouns/names by disrupting and correcting 	<ul style="list-style-type: none"> • Share your own pronouns and provide an opportunity for every scholar to privately (or publicly, if appropriate; see Procedure 3211) share their name and pronouns and tell scholars why you are doing so • Ask when to use the scholar's pronouns and chosen name: "Can I use these pronouns/name with the class or when I call home?"



Let's Hear From Our Scholars!

LGBTQ+ young people reported the following top ten actions as ways people in their life can best show their support and acceptance:



- Norm reminder
- Make name changes to child's profile if there is a change
- Advice for families before school starts
- What do high school scholars wish families would know or do to support them at school?



Questions & Answers



- Norm reminder
- What questions do you have for our amazing high school scholars?
- What questions do you have for the educators and educator-parents in the room?



Resources

- *What is something you are taking away from our time together today?*
- Resources and Handouts
 - At school: identify trusted adults such as counselors, GSA advisors, etc.
 - Gender Inclusive Schools Policy and Procedure 3211
 - Online resources handout for PFLAG, GLSEN, Trevor Project, etc.



Thank you!



Feedback Survey

Please help us improve by sharing your feedback about today's event through a 3-minute survey:

Encuesta posterior al evento: !Ayúdenos a mejorar!

Sau buổi sự kiện: Hãy giúp chúng tôi cải thiện!

Опрос мнения по окончании мероприятия:
Помогите нам учесть недочёты!

پست-نظرسنجی : رویدادہ ما کمک می کند
بہبود یابیم!



Scan the QR code or, Visit:
www.fwps.org/FamilyAcademySurvey

Breakout 2 Workshops:

6:55-7:30 pm

Window to Wellness: Growing Fresh Food at Home for Healthier Families

Room 107

Empower and Elevate: Supporting Mental Health for Scholars
with Disabilities Room 109

Click Safe, Act Brave: Navigating Digital Safety and Anti-Bullying

Room 111

Heart to Heart: Nurturing Mental Health for Scholars

Room 110