



DEI Update

Slides re: gender identity from June 13, 2022



Students' Preferred (Chosen) Names

Connection to Equity Plan:

→ *Authentic Selves & Relationships*

Actions to Date

- ◎ Board updates (Dec. 13, Jan. 24, April 11)
- ◎ E-mail to staff (Feb. 21)
- ◎ Start of pilot (April) - 26 requests so far
- ◎ Staff trainings re: gender identity, pronouns (March-May)
- ◎ Family communication via school newsletters (June)
- ◎ Reviewed by Leadership Council (September 13)
- ◎ Reviewed by Board Policy Committee (October 10)

Caregiver Support is a Protective Factor

Working with caregivers is always our primary goal,

it's our starting point -
we want to work
in partnership with
families.

AND

It's a reality that LGBTQ+ students are disproportionately experiencing housing instability/homelessness, and their homes/families could be physically and psychologically unsafe.



Legal Basis

U.S. Department of Education Office of Civil Rights' interpretation of Title IX:

Schools must not treat a transgender or gender non-conforming student differently from the way they treat other students...



Creating an Affirming Environment is a Protective Factor

Research shows that when we use the name/pronouns chosen by transgender students and gender non-conforming students, anxiety, depression, and suicidality are mitigated.

[2022 National Survey on LGBTQ Youth Mental Health](#) (The Trevor Project)

State-Level Guidance

[State Board of Education Statement and Guidance on Safe and Supportive Learning Environments for Lesbian, Gay, Bisexual, Transgender, and Questioning \(LGBTQ\) Students](#)

“It is the position of the SBE that students should be treated equally and fairly, free from discrimination, harassment, and bullying based on their real or perceived sexual orientation, gender identity, and gender expression.”



Past Practice

We have no policy regarding student names, but we have common past practices. For example, a student whose name is Christopher may ask us to call him Chris - we honor this request without question.

We trust students to tell us what they're called.

