All means All: Ensuring LGBTQ+ Students and Staff are safe & included

ACSA Every Child Counts Symposium
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Oceanside Unified School District

@osidesup
Acronyms and Labels

LGBTQIA+
SEX, SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION

Sexual Orientation is our physical and emotional attraction to others.

Gender Identity is a deeply held sense of being male, female or another gender. Gender Identity is not related to sexual orientation.

Gender Expression is the way individuals show their gender identity. Gender expression is not related to sexual orientation.

Sex is biological, internal and external reproductive organs and sex chromosomes.

Identity

Expression

Sex

The Genderbread Person

Identity ≠ Expression ≠ Sex

Gender = Sexual Orientation

Sex Assigned At Birth

Assigned Male

Assigned Female

Sexual Attraction to

Various Women, Females, Bi, Trans Men, Trans Women

Attracted to

Various Men, Males, Bi, Trans Women, Trans Men

Gender Identity

Masculinity

Femininity

Masc-and-Fem

Androgynous

Assumed Gender

Male

Female

Bi

Trans

Assignment

Male

Female

Sexual Identity

Male

Female

Bi

Trans
School non-discrimination laws and policies

15 states with law that addresses discrimination against students based on sexual orientation and gender identity
2 states with law that addresses discrimination against students based on sexual orientation only

33 states no laws
20 - states with laws that address harassment and/or bullying of students based on sexual orientation and gender identity

2 - states with anti-bullying laws that **prevent** school districts from specifically protecting LGBT students

7 - states with laws that **restrict** the inclusion of LGBT topics in schools
Hostile school climates negatively affect educational success and general well-being.
Schooling Experience of LGBT Youth

75% reported avoiding school functions because they felt unsafe or uncomfortable

35% missed at least one day of school in the past month because they felt unsafe or uncomfortable

98% heard “gay” used in a negative way

57% reported hearing homophobic remarks from their teachers or other school staff

70% experienced verbal harassment

29% experienced physical harassment

57% experienced sexual harassment

31% disciplined for public displays of affection

18% prohibited from discussing or writing about LGBTQ topics in school

12% prohibited from attending function with someone of same gender

GLSEN 2017
21 states prohibit discrimination based on sexual orientation and gender identity

1 state prohibits discrimination based on sexual orientation only

7 states that prohibit discrimination against public employees based on sexual orientation and gender identity

4 states that prohibit discrimination against public employees based on sexual orientation only
WHY WE NEED THE EQUALITY ACT

Human Rights Campaign 2020
LGBT in the Workplace

9% of LGBT employees left a job because the environment was not accepting

26% stayed because the environment was accepting

46% of all LGBT workers nationwide hide who they are in the workplace (closeted)
National Public Opinion Trends
Marriage Equality

Figure 5: Marriage Equality National Trends in Public Opinion

Williams Institute, 2014
Military and Adoption

Figure 9: Lesbians and Gay Men Serving Openly in the Military National Trends in Public Opinion

Figure 7: Adoption Rights for Same-Sex Couples National Trends in Public Opinion

Williams Institute
Ya, this happened...

The Trump administration wants being gay to be a fireable offense

By Taylor Dolvon  Sep 26, 2017

Preaching hate in a blue state capital

A Sacramento church is part of a growing national anti-LGBTQ movement.

Onslaught of anti-LGBT bills in 2017 has activists 'playing defense'

We're here, we're queer and we watch the Hallmark Channel's corny Christmas movies, too

Pence's support for conversion therapy not a settled matter

I'm a sucker for those sappy, unrealistic, woefully undiverse Hallmark Channel Christmas movies. Thankfully, queer couples finally make an appearance.
but so did this...

California’s students will soon learn more LGBT history in schools

Berkeley schools go beyond bathrooms to support gender non-conforming students

Capistrano Unified to allow LGBT clubs and other non-curricular groups at its middle schools
So, what can you do?

- Policies
- Leadership & language
- Verbal and visual language
- Inclusive curriculum/professional development
- Inclusive diversity focus
- Challenge the status quo
- Enact law
- Support gay/straight alliances
- Inclusive library collections
- Healthy Kids Supplemental Survey
- Web filters
Policies

**Culver City 4030 - Employees non-discrimination**

The Governing Board is determined to provide district employees and job applicants a safe positive work environment where they are assured of full and equal employment access and opportunities, protection from harassment or intimidation, and freedom from any fear of reprisal or retribution for asserting their employment rights in accordance with law. The Board prohibits district employees from discriminating against or harassing any other district employees or job applicants on the basis of the person’s actual or perceived race, religious creed, color, ancestry, ethnic group identification, religion, age, marital or parental status, pregnancy, physical, or mental disability, medical condition, military and veteran status, genetic information, gender, gender identity, gender expression, sex or sexual orientation or association with a person or group with one or more of these actual or perceived characteristics.

**Oceanside 5145.3 - Students non-discrimination**

The Board of Education desires to provide a safe school environment that allows all students equal access and opportunities in the district's academic and other educational support programs, services, and activities. The Board prohibits, at any district school or school activity, unlawful discrimination, including discriminatory harassment, intimidation, and bullying of any student based on the student's actual or perceived race, color, ancestry, national origin, nationality, ethnicity, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression or association with a person or group with one or more of these actual or perceived characteristics.
Leadership and language
Verbal & Visual Language

LGBT is ok

Not listening or tolerating jokes

Not ignoring “that’s so gay”

Recognize Interrupt Repair

WHAT DO YOU SAY TO 'THAT’S SO GAY' & OTHER ANTI-LGBTQ* COMMENTS?

It doesn't matter if it is a first grader who might not know what the word “gay” means, a sixth grader trying to sound cool, or a tenth grader “teasing” a friend. All of these scenarios show the potential of creating an unsafe environment or school environment and must be addressed. So, what can students say?

STEPS TO...

Keep it simple and quick:

- “I’m sorry, we don’t use that word in this class.”
- “Do you know what ‘gay’ means?”
- “It’s not OK at this school to use ‘gay’ disrespectfully to mean something is bad.”
- “You may not have meant to be hurtful, but when you use the word ‘gay’ to mean something is bad or stupid, it is hurtful. Please use ‘why’ is it wrong?”
- “Using the word ‘homos’/‘fags’/‘queers’ or any derogatory term is not OK. These are hurtful words and can victimize others who hear them.
- “It doesn’t matter who said it. I don’t want to hear that kind of language again. Is that clear?”

DON’T IGNORE IT...

- Harassment does not go away on its own.
- Ignoring makes name-calling and verbal teasing allow it to continue and possibly get worse.
- If other students do not see reason, they may not take the message seriously or continue to leave.
- If speaking up behaves the student targeted, it makes them feel helpless and unheard, which can harm relationships.
- Antidotes to harassment is better than trying to shut it down. Remember, it may not stop the harassment.
- Talking about bullying allows students to feel safe and empowered. Having experience will help to create an environment of kindness and respect.

WHY STOP ANTI-LGBTQ COMMENTS?

Middle-school students cited anti-LGBTQ comments are more likely to report generalized anxiety, depression, suicidal thoughts and a lower sense of self-efficacy, which may be linked to lower academic achievement.

- W. N. et al., 2019
- J. J. et al., 2019
- J. R. et al., 2019

For more information, please visit the National Education Association (NEA) website.
Inclusive Curriculum/Professional Development

GLSEN - Ready, set, respect

- GLSEN - Developing Inclusive Classrooms
Inclusive Diversity Focus

Gay Lesbian Straight Education Network (GLSEN) - Safe Space Kit

Human Rights Campaign (HRC) - Welcoming Schools
Oceanside Unified School District prohibits discrimination, harassment, intimidation and bullying in educational programs, activities, or employment on the basis of actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression, nationality, race or ethnicity, immigration status, religious beliefs or customs, sexual orientation, parental, pregnancy, family or marital status, military status or association with a person or a group with one or more of these actual or perceived characteristics. OUSD requires that school personnel take immediate steps to intervene when safe to do so when he or she witnesses an act of discrimination, harassment, intimidation, or bullying.

❖ Have we held events that are exclusive such as mother/son, father/daughter dances or grandparent’s day?
❖ Have we had students participate in mother’s day, father’s day, holidays and activities?
❖ Have we continued the practice of: how was your summer vacation, making cards/gifts for mother’s/father’s day?
❖ Have we suggested to employees that they keep their private lives to themselves?
❖ Have we ignored mandates on LGBT issues?
❖ Have we continued using forms that list mother/father?
❖ Have we allowed culturally destructive words go unnoticed?

Can we do things differently?
The bill added language to *Education Code* Section 51204.5, which prescribes the inclusion of the contributions of various groups in the history of California and the United States. This section already included men and women and numerous ethnic groups; the expanded language now includes (additions bolded): “...a study of the role and contributions of 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*, 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.”
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<th>Unit</th>
<th>Gr. 5 Cultural Proficiency Resources</th>
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<td>Unit 1 (Merging Technology and Tradition)</td>
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<td>Unit 6 (Making a Difference &amp; Getting Along)</td>
<td>LGBT</td>
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<td>Unit 6 (Out in the World)</td>
<td>Understanding Diversity</td>
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Ryland’s Story
Support forming of Gay Straight Alliance

“Thank you so much for coming to talk to our kids! They LOVED hearing your story and revelled in your encouragement.” Middle School GSA Advisor
Inclusive library collection

Great Books Featuring Diverse and Inclusive Families

PICTURE BOOKS

Amber Web Draw, Daisy Web Smart. Vera B. Williams. (1–4). Poems tell how two sisters help each other deal with life when their mother is ill. Their friendship and support shine through.

And Tango Makes Three, Justin Richardson. (Pre-K–2). The story of two penguins—a penguin Roy and Bir—born from New York’s Central Park Zoo. The two take turns sitting on an egg until hatch, and Roy and Bir make a family.

Antonio’s Card/La Tarjeta de Antonio, Rigoberto Gonzalez. (1–4). As mother’s day approaches, Antonio must choose whether to express his connection and love for his mother and her partner, Leah.

Auntie Yang’s Great Sockeye Picnic, Bonnie Liu. (Pre-K–1). Author and illustrator (sister) reveal how their aunt, a Chinese immigrant to the Midwest, created a family tradition as a way to overcome homesickness for China.

Bird, Betta Eiler. (3–5). A touching look at a young boy coping with real-life events from the impact of his older brother’s brain surgery and addiction to his family and his beloved grandfather’s death. With drawing and the help of his grandfather’s friend, Bird finds his own special winter wings and flies to fly.

A Chair for My Mother, Vera B. Williams. (K–2). After a fire destroys their home, Rose, her mother, and grandmother save the chair they can afford to buy and comfort each other for all three of them. Also in Spanish.

A Different Pond, Basil Pat. (K–1). Childhood memories of Vietnamese-American poet Pho offer a portrait of a proud father-son fishing trip, one of several ways the child’s immigrant parents find ways to care for and feed their family.

Families, Families, Families/Guerras y Mas Largas, (Pre-K–2). This book explores family in framed portraits, and often a warm celebration of family love. Mothers, fathers, sisters, brothers—and even Great Aunt Sue—appear in diverse combinations.

The Family Book, Todd Parr. (Pre-K–2). All kinds of families are celebrated in a funny, silly and reassuring way. Includes adoptive families, blended families, single-parent families, two men, and two-dad families and families with a mom and a dad.


Great LGBTQ+-Inclusive Picture & Middle Grade Books

DIVERSE AND INCLUSIVE FAMILIES

Families, Families, Families/Guerras y Mas Largas, (Pre-K–2). This book explores family in framed portraits, and often a warm celebration of family love. Mothers, fathers, sisters, brothers—and even Great Aunt Sue—appear in diverse combinations.

The Family Cookbook, Todd Parr. (Grades 1–5). With color photos andtested recipes, this book introduces children to 20 different families, including single-person families, couples and dual-families and families with a man and a man.

Families, Families, Families/Guerras y Mas Largas (Pre-K–2). All kinds of families are celebrated in a funny, silly and reassuring way. Includes adoptive families, blended families, single-parent families, two men, and two-dad families and families with a mom and a dad.


HRC.org - welcoming schools
Healthy Kids Survey

Gender & Sex-Based Harassment Module - 53 questions

$100 per School District
Web Filters

- Ensure filters allow access to resources...and more
  - Human Rights Campaign (hrc.org)
  - GSA Network (gsanetwork.org)
  - Gay Lesbian Straight Education Network (glsen.org)
  - Trevor Project (thetrevorproject.org)
  - Teaching Tolerance (tolerance.org)
  - It Gets Better (itgetsbetter.org)
Privilege
Strategies for Building Cultural Competency
Personal Action Plan

Today...

1. Review Board Policies
2.
3.
4.

Tomorrow

1. Check Web Filters
2.
3.
4.