

Creating a Safe Learning Environment for LGBTQ+ Students, Families & Staff 😊



EQUALITY
FLORIDA



YOUR TRAINERS!



Joshua Bean, MSW
(he/him/his)
Prevention Specialist-

We are **NOT** here to brainwash you or force you to love every LGBTQ+ person.

We are **NOT** here to put down anyone's spiritual, cultural or religious beliefs.



We ARE here to educate you on LGBTQ+ resources we offer through the district and highlight how respecting LGBTQ+ folks falls into PCSB's mission to:

“... provide the best opportunities for all students to succeed by adopting policies that ensure continual improvement of highest student achievement, safe learning environment, and effective, efficient operation.”

LGBTQ+ National Affirming Organizations



WHAT DO WE KNOW LOCALLY?

18.2% of Florida High School students identified as lesbian, gay, bisexual, or unsure of their sexual orientation.

1.5% of Florida High School students identified as transgender (YRBS, 2019), as well as **3.3%** in Broward County (YRBS, 2019).

Nationally, what do we know about the impact of homophobia, biphobia, and transphobia on LGBTQ+ individuals?

Violence, Bullying, Homelessness

- 42% of transgender youth and adults have attempted suicide.
- Nearly 9 out of 10 LGBTQ-identified students experienced anti-LGBTQ harassment in 2019.
- 40% of the homeless youth served by agencies identify as LGBTQ.
 - GLSEN 2019 School Climate Survey

GLSEN



86%

**of LGBTQ+
students
were harassed
or assaulted
at school**

Source: 2019 National School Climate Survey
Learn more at [glsen.org/tocls](https://www.glsen.org/tocls)

GLSEN[®]



84%

**of trans students
felt unsafe
at school
because of
their gender**

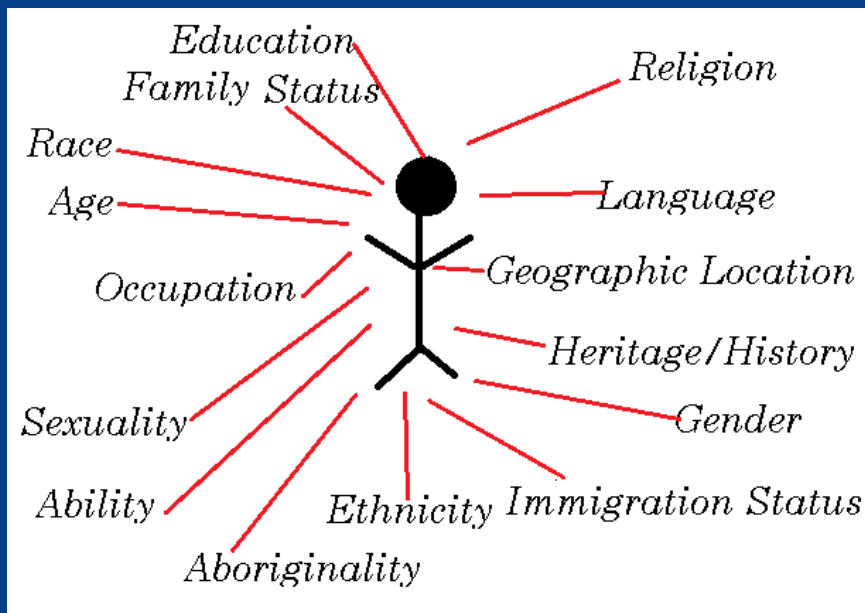
Source: 2019 National School Climate Survey
Learn more at [glsen.org/nscs](https://www.glsen.org/nscs)

Anti-LGBTQ Discrimination means:

- more missed school
- lower GPAs
- lower self-esteem



Intersections of identity



- Many LGBTQ+ people also belong to other marginalized communities
- Race, class, ethnicity, ability, nation of origin, immigrant status, first language, etc.
- Need for a holistic approach

LGBTQ+ Youth of Color

- * Nearly **20%** of LGBTQ+ youth of color report having experienced harassment and bullying on the basis of their race, ethnicity, or national origin while in school compared to their white peers.
 - * LGBTQ+ youth of color report often feeling pressure to choose between their ethnic/racial identities and their sexual identities; these youth are less likely to be involved in gay social and cultural activities than their white counterparts.
- * California Safe Schools Coalition Research Brief No. 10
* 2017 GLSEN National School Climate Survey





BEST PRACTICES!



LGBTQ+ District Guidelines

EQUALITY FLORIDA BEST PRACTICES AND ACTION STEPS

ACTIVITIES
All students are allowed to be involved in school activities that are consistent with their gender identity. Participation is determined by FHSAA guidelines.

PRONOUNS
All students are to be referred to by the gender pronoun and name that is consistent with their gender identity.

DRESS CODE
All students may dress and act in ways that are consistent with their gender identity and expression, while still abiding by the district code of appearance, including at any school sponsored events and functions. This includes dances, graduation, JROTC, etc.

SCHOOL FUNCTIONS
All students may bring same-gender dates to any school sponsored event. This includes dances, graduation, JROTC, etc.

RESTROOMS
All students are allowed to access the restrooms that are consistent with their gender identity, or be provided appropriate accommodations as requested. Accommodations are determined in collaboration with district staff on a case by case basis.

CLUBS
All students have the right to form and participate in a GSA (Gay-Straight Alliance) or any LGBTQ related organization.

IDENTITY
All LGBTQ students must give permission to school staff regarding when and to whom they can share their gender identity/expression and sexual orientation. For administrative or educationally related purposes, the information may be shared with appropriate SDLC staff.

PRIDE
All faculty, staff, and students should feel empowered to be open about their sexual orientation, gender identity or gender expression at school.

GENDER EXPRESSION
External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

SEXUAL ORIENTATION
One's emotional, romantic, or sexual attraction to others.

GENDER IDENTITY
One's innermost concept of self as male, female, a blend of both or neither - how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

POINTS OF CONTACT
SDLC Equity Contact: 239-337-8134, 239-939-6858 or equity@leeschools.net
Anti-Bullying Hotline: 800-423-TIPS
24-Hour Crisis: 800-273-8255

SDLC NON-DISCRIMINATION POLICIES
The School Board of Lee County, Florida does not discriminate on the basis of race (including anti-Semitism), color, ethnicity, national origin, sex, sexual orientation, gender identification, gender expression, disability (physical or mental), pregnancy, marital status, age, religion, military status, socioeconomic status, linguistic preference, genetic information, ancestry, or any other reason protected under applicable federal, state, or local law in the provision of educational programs, activities or employment policies as required by the Civil Rights Act of 1964 including: Title II, Title VI, and Title VII, United States Education Amendments of 1972 - Title IX, Age Discrimination in Employment Act of 1967 (ADEA), Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973, Florida Civil Rights Act of 1992, Genetic Information Nondiscrimination Act of 2008, Americans with Disabilities Act of 1990 (ADA) and the Amendment Act of 2008 (ADAAA), and the Florida Educational Equity Act of 1984. The School Board also provides equal access to its facilities to youth groups, as required by the Boy Scouts of America Equal Access Act. Established grievance procedures and appropriate discrimination complaint forms are available from the Office of Civil Rights & Equity, Academic and Student Support Services or the Equity Coordinator at each school. Complaints/inquiries regarding compliance with these regulations may be submitted in writing to:
For Employees: Office of Civil Rights & Equity Compliance at (239) 337-8134 or at CivilRightsEquity@leeschools.net.
For Students: Office of Positive Prevention at (239) 939-6858.

PERSONAL | PASSIONATE | PROGRESSIVE

Guidelines help ensure a student is appropriately supported in every school and classroom they step into. The following districts have LGBTQ+ guidelines or are developing guidelines.

Alachua, Brevard, Broward, Charlotte, Collier, Duval, Indian River, Hillsborough, Lee, Leon, Manatee, Martin, Miami-Dade, Monroe, Okeechobee, Orange, Palm Beach, Pasco, Pinellas, Sarasota, St. Lucie, and Volusia.

Pinellas County Schools LGBTQ+ Inclusive Schools Guide



Inclusive Schools Support Guide

Promoting Safe and Inclusive Schools

Developed by the Prevention Department
Pinellas County Schools
301 4th Street SW
Largo, FL 33770



Pinellas County Schools LGBTQ+ Inclusive Schools Guide

2. Names, Pronouns, and Affirmed Gender Pronouns: For PCSB staff

The appropriate use of names and pronouns with students is vital in creating a safe and supportive environment in the school community. Students shall have the right to be addressed by a name and pronoun corresponding to their gender identity as expressed by the individual student, with input by the parent or guardian when appropriate.

The parent(s) or guardian with legal custody of a child may also request that their child be addressed by the student's affirmed name and affirmed gender pronoun that corresponds to the student's gender identity. A court-ordered name or court-ordered gender change is not required to call the child by their affirmed name or gender pronoun. If or when there is receipt of documentation that a student has legally changed the name or gender (per Florida's requirements), the student's education records should be updated to reflect the legal change.

What is a pronoun?

A pronoun is a word that refers to either the people talking (like *I* or *you*) or someone or something that is being talked about (like *she*, *them*, and *this*). Gender pronouns (like *he* and *hers*) specifically refer to people that you are talking about.



Pinellas County Schools LGBTQ+ Inclusive Schools Guide

Talking to Parents/Guardians

Just as teachers and school administrators cannot discourage a student from being “out” at school, they also cannot encourage (or even force) a student to be “out” at home. It is up to the student to decide where and when to be open about his or her LGBTQ+ status. 23

Occasionally, a parent may contact teachers, school counselors, or administrators to ask if their child has confided in them about his/her sexual orientation, or if it is suspected their child may be gay. With the limited exception, involving the imminent fear of physical harm, it is never appropriate for school staff to divulge the sexual orientation of a student to a parent.





While it is best practice to allow students to use the restroom aligned with their consistently-held gender identity, PCSB recommends we deal with situations on a case by case basis.

Inclusive/ Gender-Neutral Dress Code Policies



Name Change In Focus



Add Nick Name to Focus Demographic Screen Request Form

By submitting this form I am requesting that an alternate first name be added to my Focus demographic screen in the Nick Name field.

Student legal name in Focus: _____
(Please print) Last First

Requested Nick Name: _____
(Please print)

I understand that adding this name to the Focus demographic screen will not impact the way that my name appears on class rosters, report cards, transcripts or other legal documents.

I understand that adding this name to the Focus demographic screen will replace my legal first name that appears on district email and other Office 365 applications.

Student signature Date

Parent/Guardian signature Date

Principal Date

Name Change In Focus

This can be accommodated for all lists, Gradebooks, and Take Attendance screens through a user preference setting. Here is how to set it up.

Teachers:

- >My Information menu, <Preferences>
- >Student Listing tab, <Student Name Format>
- >Select: Last Name, First (Nickname)

>Admin Users:

- >Users menu, <My Preferences>
- >Student Listing tab, <Student Name Format>
- >Select: Last Name, First (Nickname)

I do not recommend using any of the other Nickname options because vast majority of students do not have anything in Nickname field.

Gender Inclusive Language

- Ms.
- Mr.
- Mrs.
- Mx.

Hello/Welcome...

Folks, Friends, Esteemed Guests, Colleagues,
Scholars, Trainers... What are some others?



2019 Word of the Year- Singular “they”

“They is taking on a new use, however: as a pronoun of choice for someone who doesn’t identify as either male or female. This is a different use than the traditional singular they, **which is used to refer to a person whose gender isn’t known or isn’t in the context.** The new use of they is direct, and it is for a person whose gender identity is known, but who does not identify as male or female. If I were introducing a friend who preferred to use the pronoun they, I would say, **“This is my friend, Jay. I met them at work.”**”

<https://www.merriam-webster.com/words-at-play/singular-nonbinary-they>

PRONOUNS

A Helpful Resource

Pronouns are words that substitute for nouns. Gender pronouns are used in place of a person's name. This list is not exhaustive but is a good place to start!

Binary and Gender Neutral Pronouns

	Nominative (Subject)	Objective (Object)	Possessive Adjective	Possessive Pronoun	Reflexive
She	She	Her	Her	Hers	Herself
He	He	Him	His	His	Himself
They	They	Them	Their	Theirs	Themselves
Ze	Ze	Hir	Hir	Hirs	Hirself
Ey	Ey	Em	Eir	Eirs	Eirself

Some people use more than one pronoun.
For example: (She/They)

What to do if you are unsure of someone's affirmed pronoun!
Ask- "What pronouns do you use?"

Model- Use your own pronouns in an introduction.
Continue On- Reference the individual by simply using their name instead of pronouns.

Visible Ways to Create A Culture of Inclusion

[Name]

[Title]

Pronouns: she/her/hers

Steptoe

Steptoe & Johnson LLP | 1330 Connecticut Avenue, NW | Washington, DC 20036
+1 202 429 3000 direct | +1 202 429 3902 fax | name@steptoe.com | www.steptoe.com

UND UNIVERSITY OF
NORTH DAKOTA

UND.edu

Jane Doe

she/her/hers

Individual's Title

Department/Office/Unit/Program

School/Division/College

Building, Room 000

Street Address Stop 0000

Grand Forks, ND 58202-0000

Direct 701.777.XXXX

Cell 701.777.XXXX

first.last@UND.edu



LGBTQ
READING LIST

LGBTQ
READING LIST

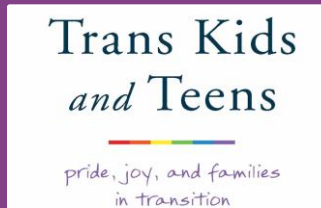
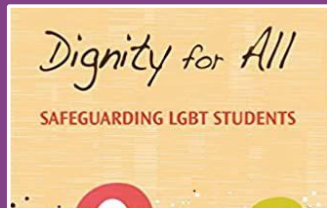
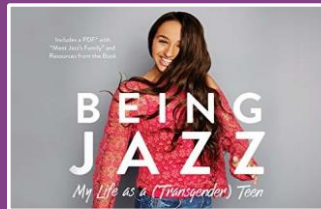
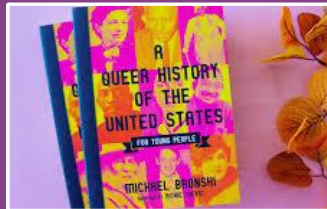
LGBTQ
READING LIST

PREVENTION RESOURCE LIBRARY

OVER 20 LGBTQ+ TITLES IN STOCK

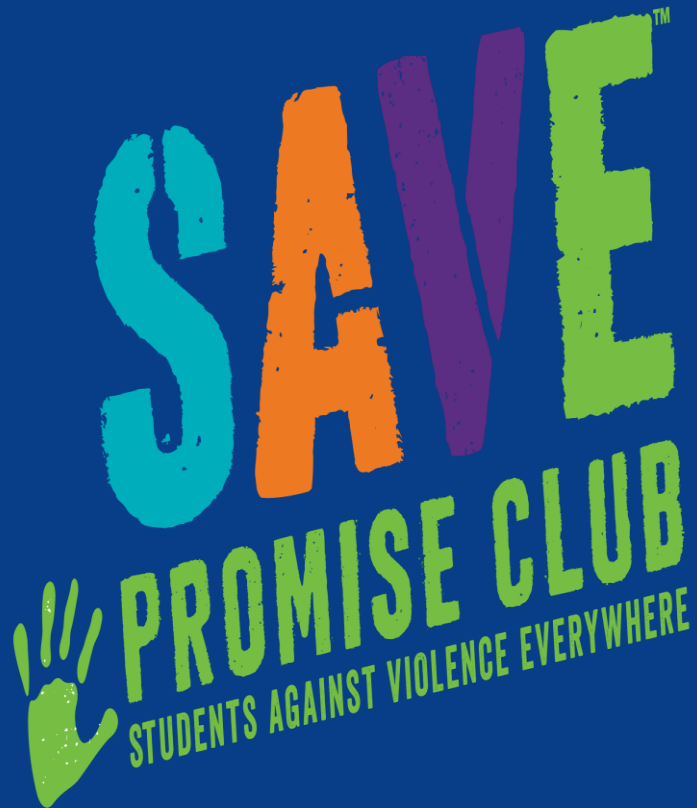
- *Gender: Your Guide*
- *Counseling Transgender and Non-Binary Youth*
- *Gay-Straight Alliances*
- *QUEER: A Graphic Novel*

[CLICK HERE](#) for instructions on how to visit our library and check out a book using DESTINY.



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beanjo@pcsb.org

Clubs



*live
Free!*

Important LGBTQ+ Days to Recognize

- * January: No Name-calling Week
- * March: International Transgender Day of Visibility
- * April: Day of Silence
- * June: LGBT Pride Month (local festivals)
- * September: Ally Week
- * October: LGBTQ History Month, National Coming Out Day (Oct. 11)
- * November 20th: Transgender Day of Remembrance



LGBTQ+ Educators Affinity Circle

You are invited to join an affinity space as part of the district's retention work. Affinity spaces are a place where groups of people are drawn together because of shared lived experiences. This affinity space serves to connect you to other LGBTQ+ educators across the district and provide a space for interacting in a safe community.

This work is happening in partnership with the Talent Acquisition, Prevention, and Equity Professional Development Offices.

Meetings will be held *virtually* on the last Wednesday of nearly every month starting **August 25th at 6pm**.

If you are interested, please email Kari Chin at chinkari@pcsb.org to receive the calendar invite.

LGBTQ+ Educators Affinity Circle

What Can PCS Educators, Student Support Staff and Leadership Do?

- * Know Your District's Policies on Bullying and Harassment
- * Provide resources, information, and support to students (student service teams)
- * Professional Development
- * Ensure that District Policies and Best Practices are in alignment with each other
- * Talk to teachers about setting the climate in their classrooms early. Let students and staff know that bias, slurs, & bullying are NOT acceptable.
- * Set the rules and consequences

Things to Remember...



- LGBTQ+ people are present all over FL and all over the world!
- LGBTQ+ people experience high rates of poverty, violence, discrimination, and homelessness.
- LGBTQ+ youth may not feel safe at home and/or at school.
- Verbal and visual safety cues can make a big difference.
- Being a visible ally and trusted adult can have a huge impact in LGBTQ+ youth lives- it can literally SAVE LIVES.
- People have the right to self-identify.

LGBTQ+ Resources for Schools

- * GLSEN- www.glsen.org
- * TSER/Trans Student Educational Resources- www.transstudent.org
- * Equality Florida- www.eqfl.org/Safe_Schools
- * COVID 19 Resources for LGBTQ+ Youth, Families, & Educators- www.eqfl.org/Covid-19-LGBTQ-Youth
- * Metro Inclusive Health- St. Petersburg- www.metrotampabay.org
- * GSA Network- gsanetwork.org
- * Broward County Schools
<http://www.browardprevention.org/diversity/lgbtq/>
- * PCSB LGBTQ Support Guide
- * Welcoming Schools Program (K-5)- www.welcomingschools.org
- * Amaze (Elementary Resources)- www.amaze.org