

Ventura County Office of Education
January 5, 2015

LGBTQ Youth: The New Frontier for Public Education

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Getting To
Know
You!





a universe within

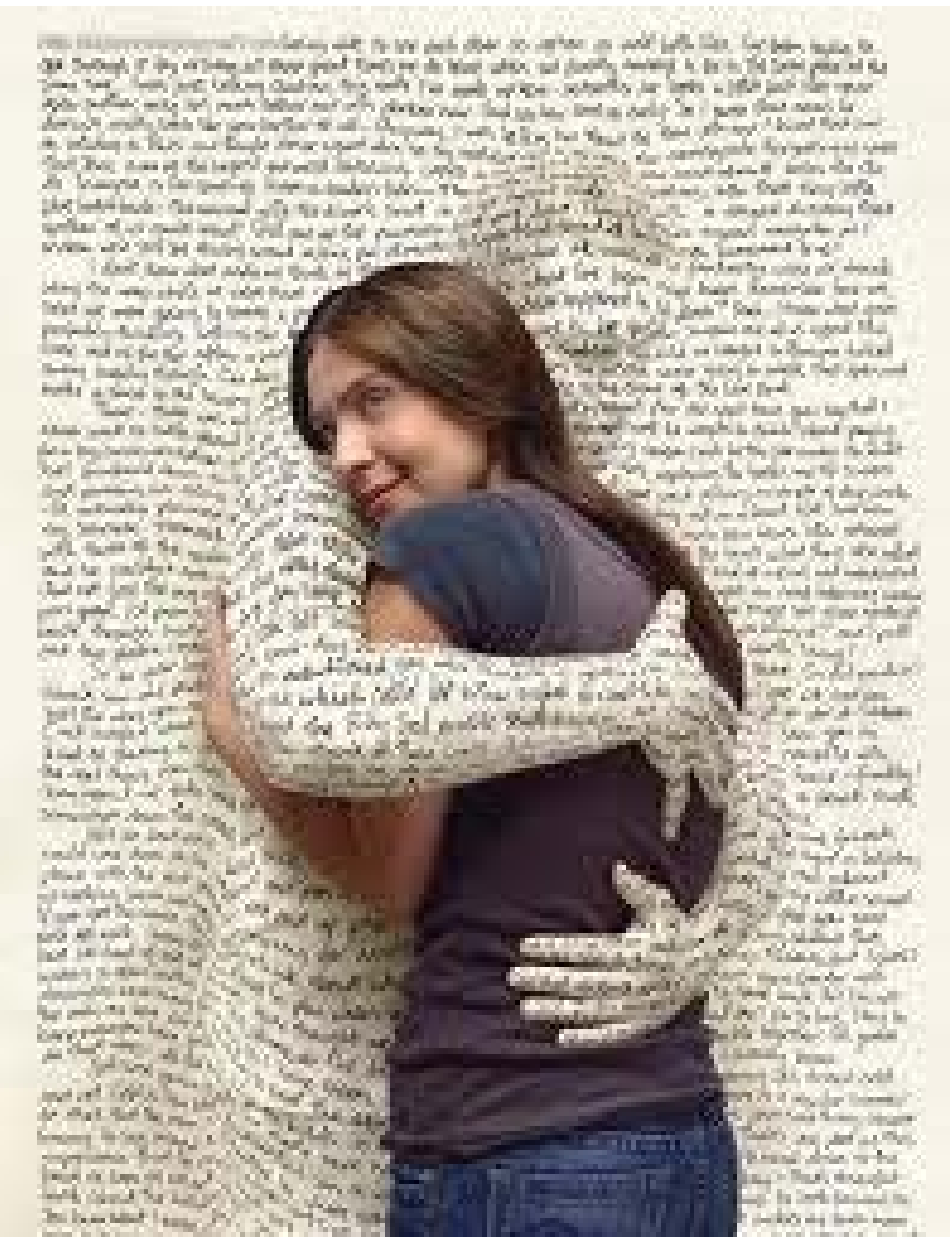


LAUSD has

- 700,000 students
- 1235 schools
- 710 square miles
- 220 languages



WHAT'S IN A WORD?



EMOTIONAL CORRECTNESS V. POLITICAL CORRECTNESS

Understand, empathize and be compassionate about something that may be outside of our own experience.



TERMS TO AVOID

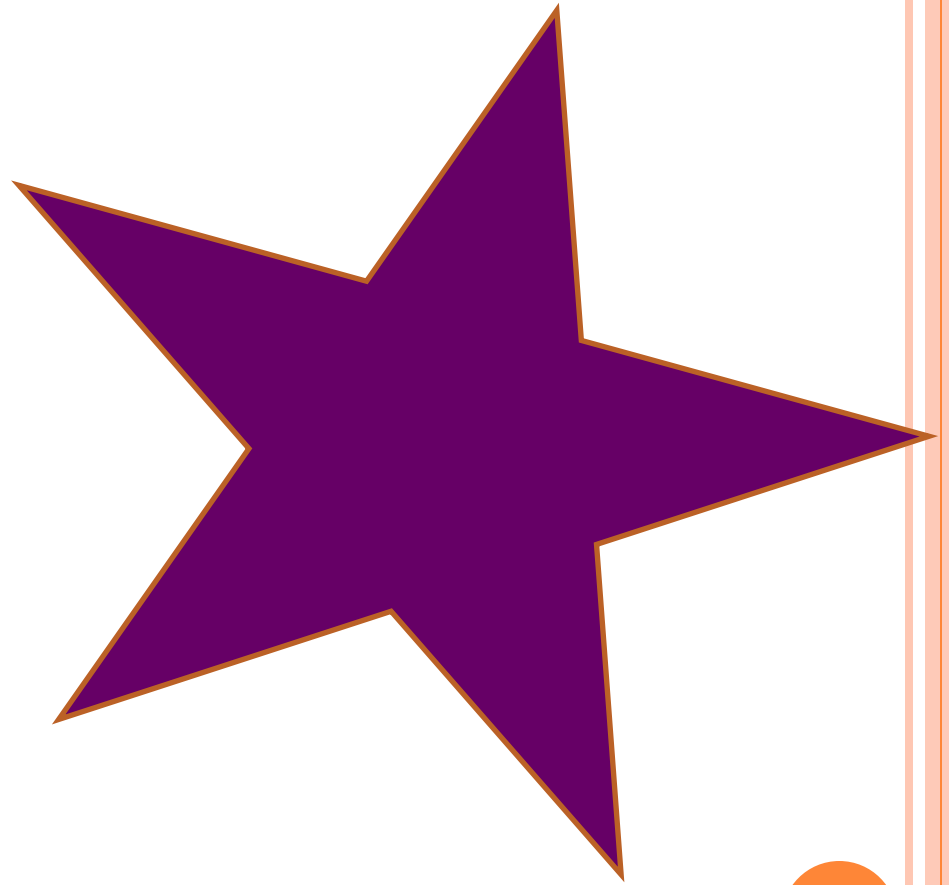
- Homosexual
- Sexual Preference
- Transgendered
- Transgenders
- Lifestyle
- Tranny
- FTM (Female to Male)
- MTF (Male to Female)
- Sex Change Surgery
- Choice
- Other slurs

Why?

- Focus on sexual behavior rather than person
- Stigmatizing
- Focus on body parts rather than person
- Potential impact as slurs
- Reinforce male/female gender binary
- Delegitimizes people's unique identities & process
- Ignores growing research into gender identity/sexual orientation development

YOU ARE A STAR!

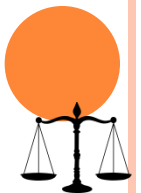
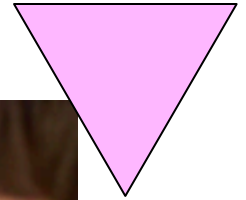
Imagine that this star represents our world, with you in the center and those things or people most important to you at each point of the star. Let's begin by **writing your name in the center of the star**—making it your very own star!



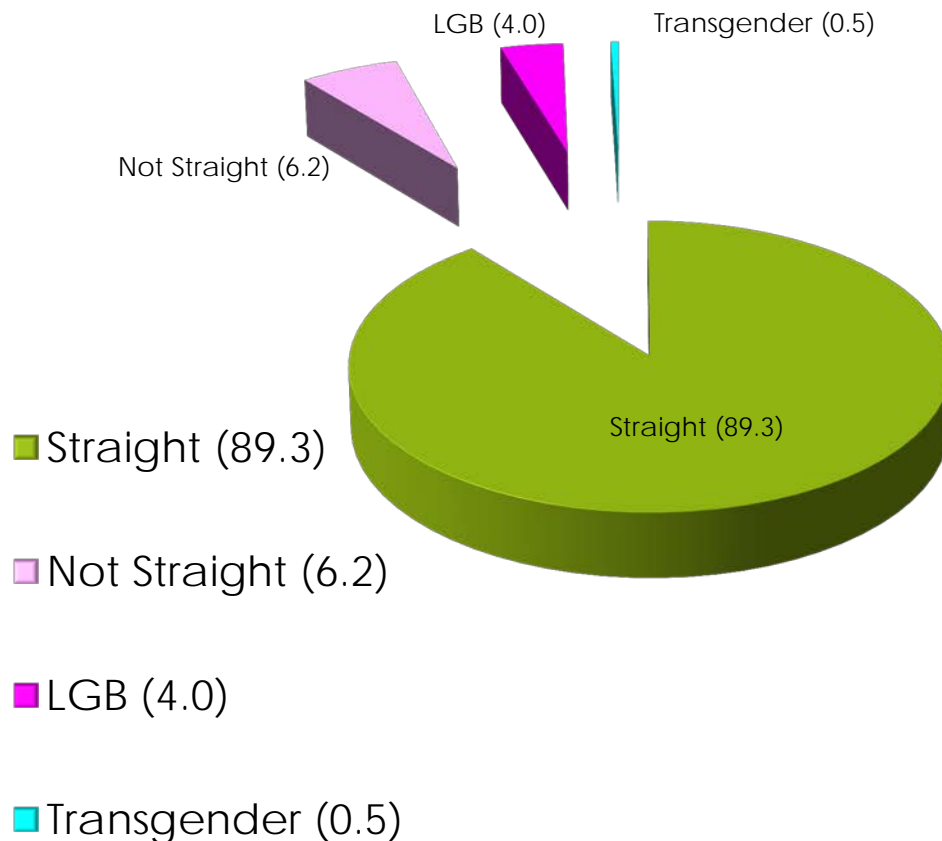
The Invisible Population



WHICH STUDENTS ARE LGBT?

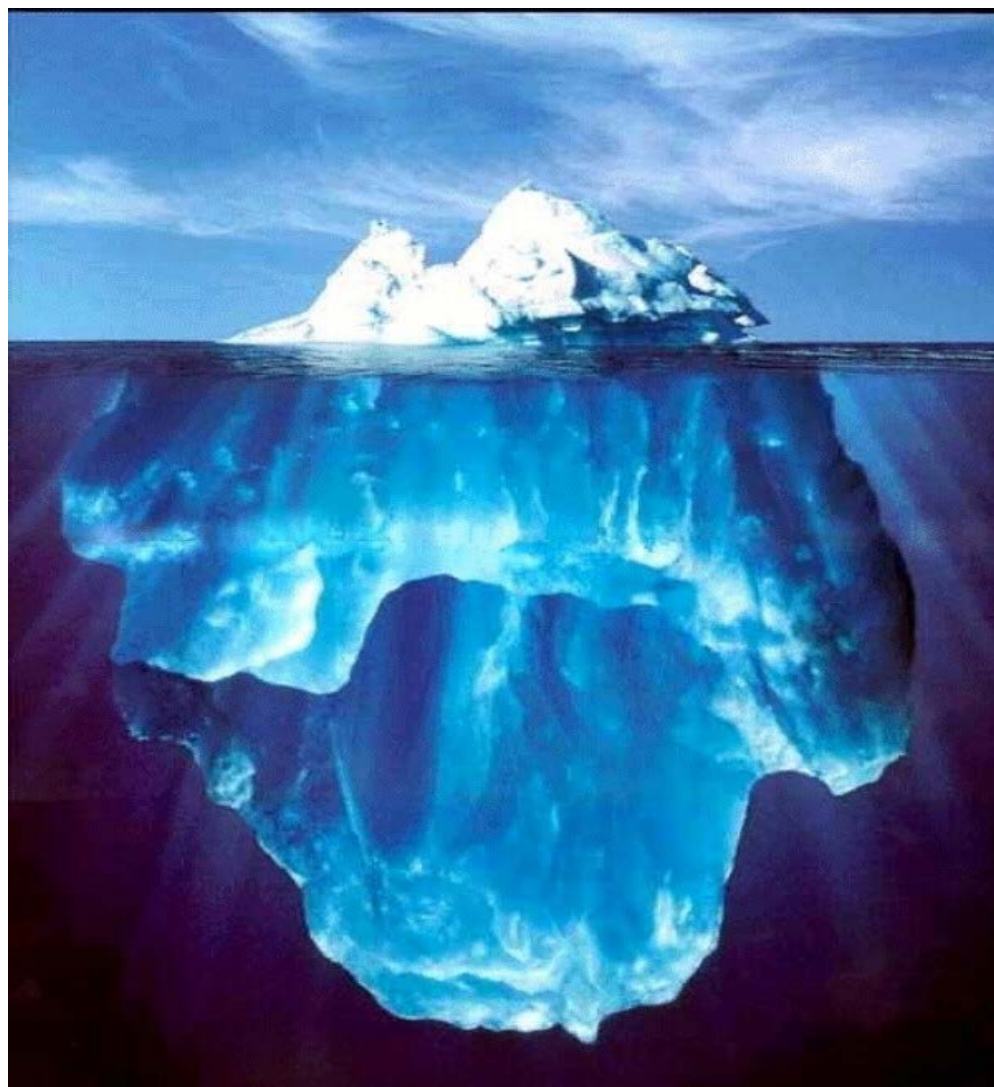


How many are there?

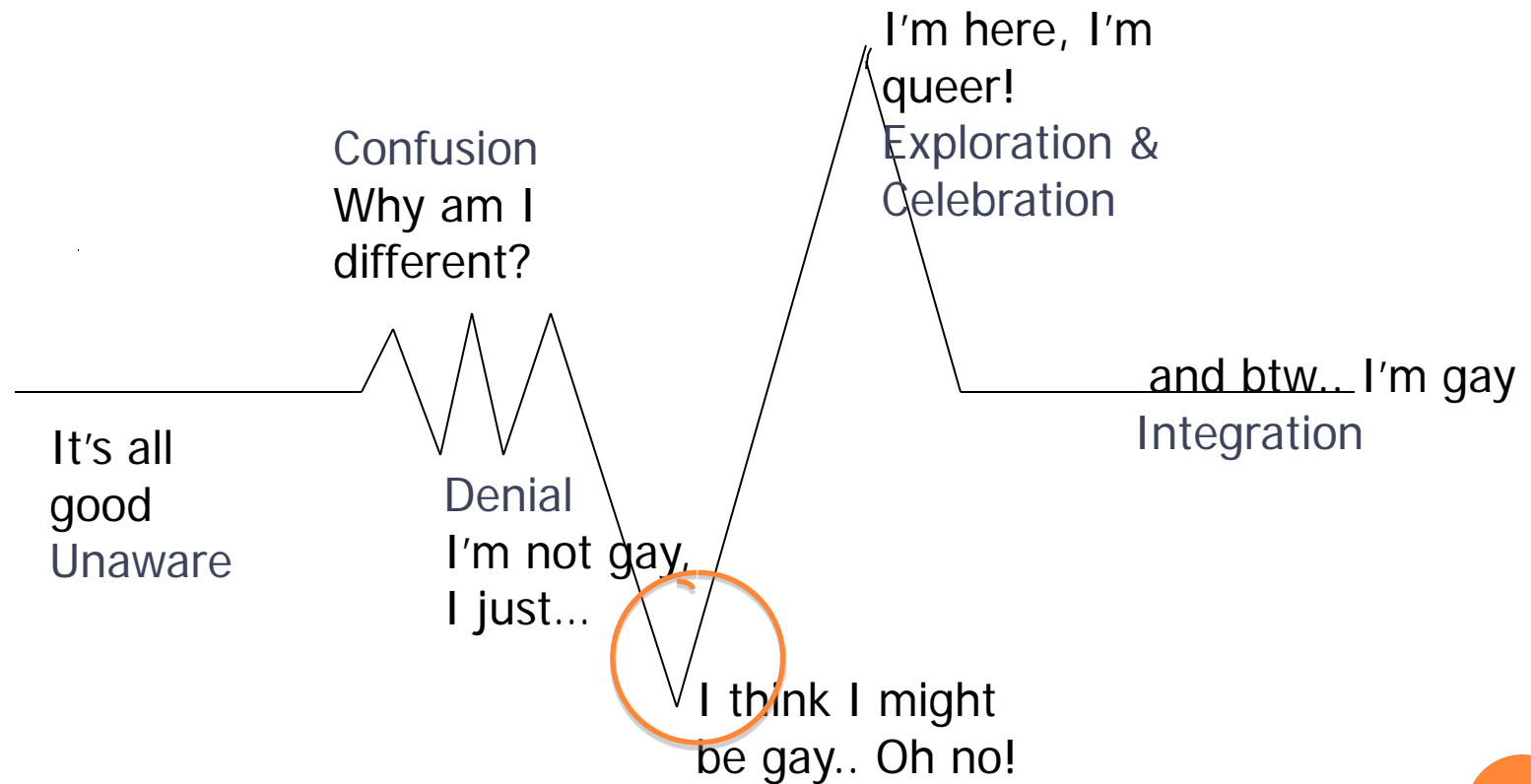


- 10.7% of LAUSD high school students identify as *NOT* heterosexual.
- But only 4% identify as gay, lesbian, or bisexual
- 0.5% identify as transgender
- 16% have LGBT family members





IDENTITY DEVELOPMENT MODEL

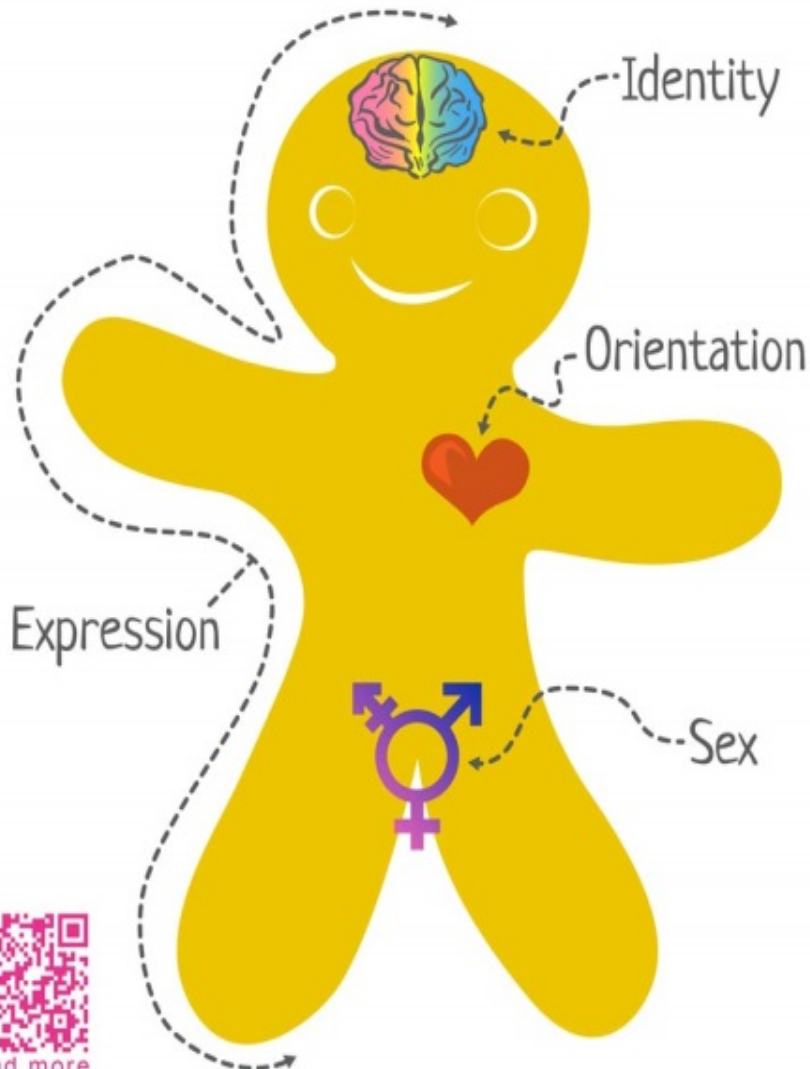


GENDER BINARY



The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



LGBT youth have heightened risk rates and lower resiliency due to family, community, and peer rejection.



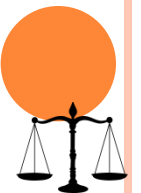


COST OF FAMILY REJECTION

Suicidality (8.4 x)
Depression (5.9 x)
Drug use (3.4 x)
Unsafe sex (3.4 x)

Child Abuse (4x)
Molestation
Homelessness
School Drop Out
Pregnancy (2 x)

Caitlin Ryan, 2008



FAMILIES MATTER

- <http://www.nbcnews.com/news/us-news/funeral-transgender-teen-leelah-alcorn-moved-because-threats-n278541>





ACCEPTANCE AND VISIBILITY IN FAMILIES AND FRIENDS



AB1266 Student Success and Opportunity Act of 2014







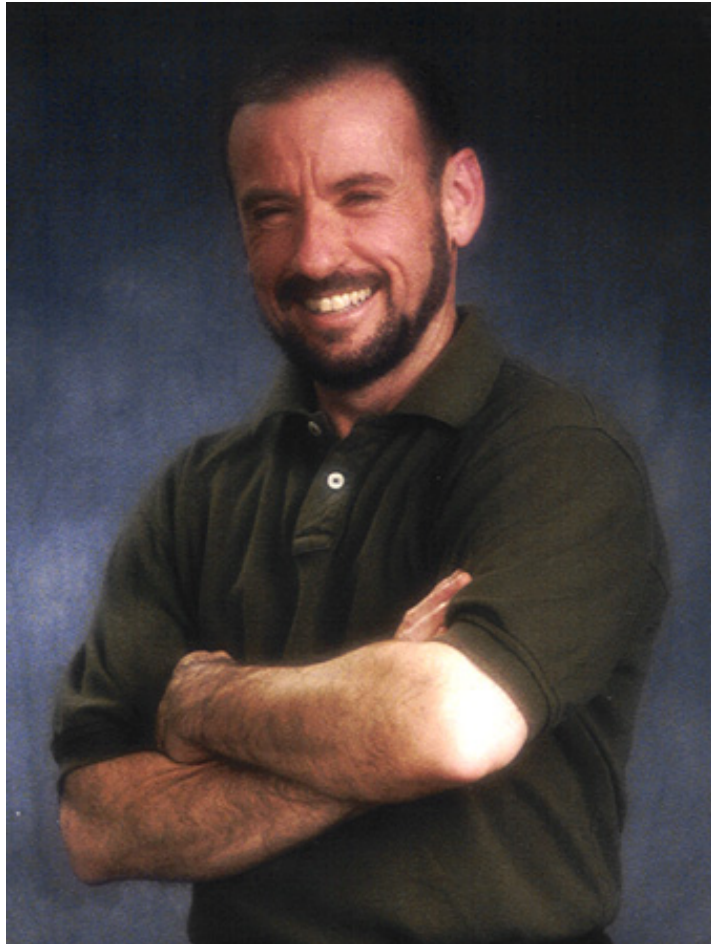
BOY?



girl?















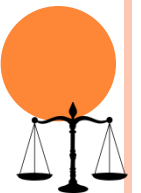
One more...



GENDER NEUTRAL V. COED

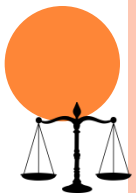


We have a legal and moral obligation to protect our children.



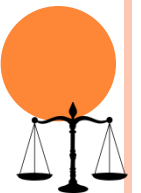
AB 537 & AB 9
CALIFORNIA SAFETY AND VIOLENCE PROTECTION ACT OF
2000
ED CODE 200 & 201

1. Added sexual orientation, gender identity and gender expression as protected classes.
2. Specified deliberate indifference.
3. Protections from discrimination and a hostile environment.



AB 887
GENDER NON-DISCRIMINATION ACT of 2011
ED CODE 210.7

Gender means “sex”, and
includes a person’s gender
identity and gender
expression





STUDENT SUCCESS OPPORTUNITY ACT of 2014

AB1266 ED CODE 221.5 – 2013

- Students permitted to participate in sex segregated school programs and activities, including athletic teams and competitions, and use facilities consistent with their gender identity, regardless of gender on student records.
- Schools must respect transgender students' identity in all school programs, activities and facilities.
- Simply said... Transgender boys and girls shall be treated like all the other boys and girls



INFUSION AND INCLUSION

- ▣ Curriculum
- ▣ Bullying policy
- ▣ Transgender policy
- ▣ Dress code
- ▣ Employee benefits
- ▣ Sexual harassment
- ▣ Child abuse
- ▣ Teen dating violence
- ▣ Parent enrollment forms
- ▣ Staff trainings



LAUSD POLICIES

- BUL-2047.0 Responding to and Reporting Hate-Motivated Incidents and Crimes
- BUL-2521.1 Title IX Policy/Complaint Procedures
- BUL-2549.1 Student Dress Codes/Uniforms
- BUL-3349.0 Sexual Harassment Policy (Student to Student, Adult to Student, and Student to Adult)
- BUL-5212.1 Bullying and Hazing Policy (Student-to- Student and Student-to-Adult)
- BUL-5479.1 Teaching About Religions
- BUL-5703.2 Names and/or Gender of Pupils for Purposes of School Records
- BUL-5798.0 Workplace Violence, Bullying and Threats
- BUL-5890.0 Fair, Accurate, Inclusive and Respectful (FAIR) Education Act
- BUL-6224.0 Transgender Students-Ensuring Equity and Nondiscrimination
- BUL-6231.0 Discipline Foundation Policy: School-Wide Positive Behavior Intervention and Support
- BUL-6285-0 Guidelines for Sexual Orientation and Gender Identity Inclusive Education
- MEM-5466 Calendar of Commemorative Dates and Observances

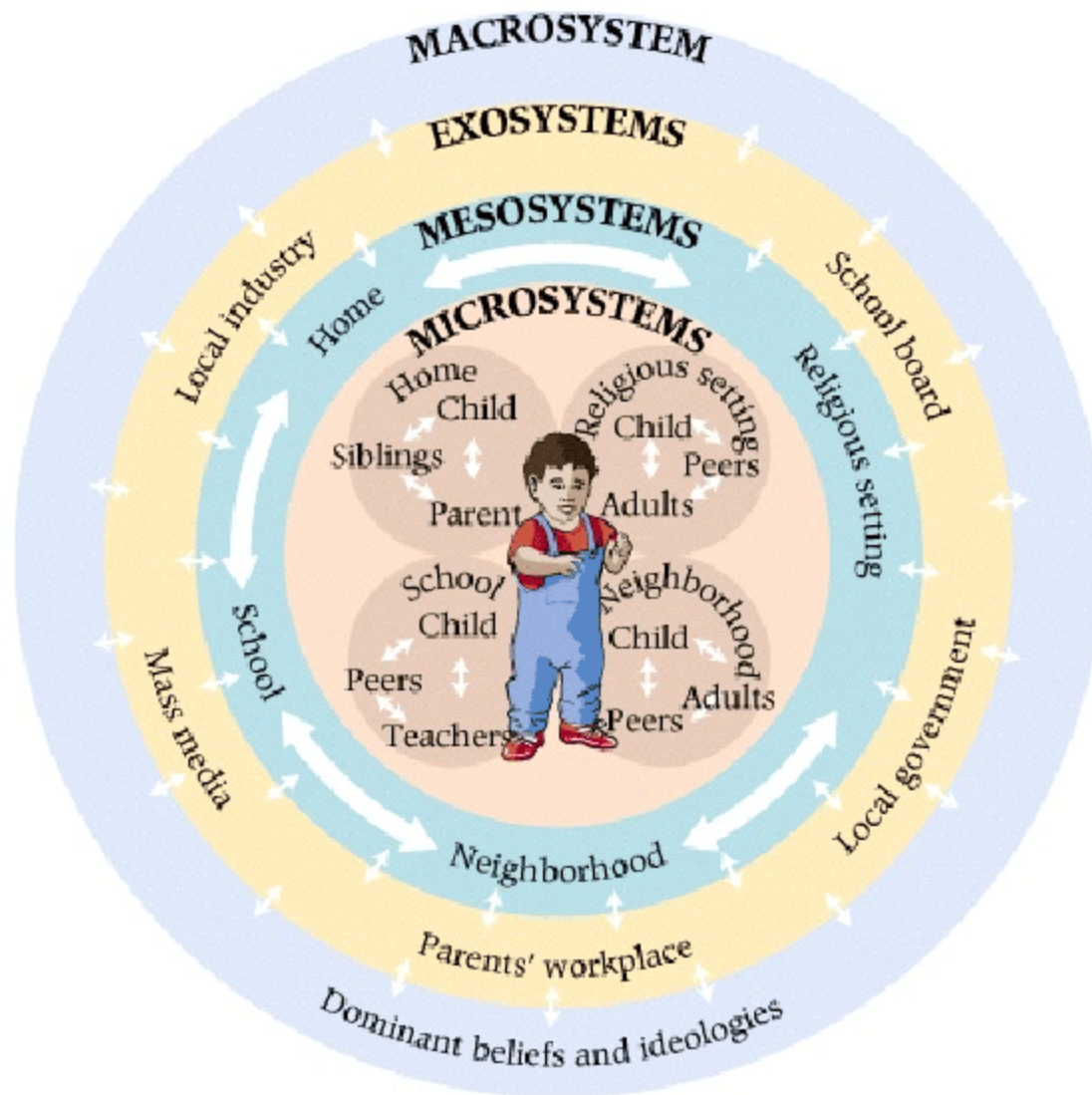


WHAT HELPS?



ASSESS FOR STIGMA





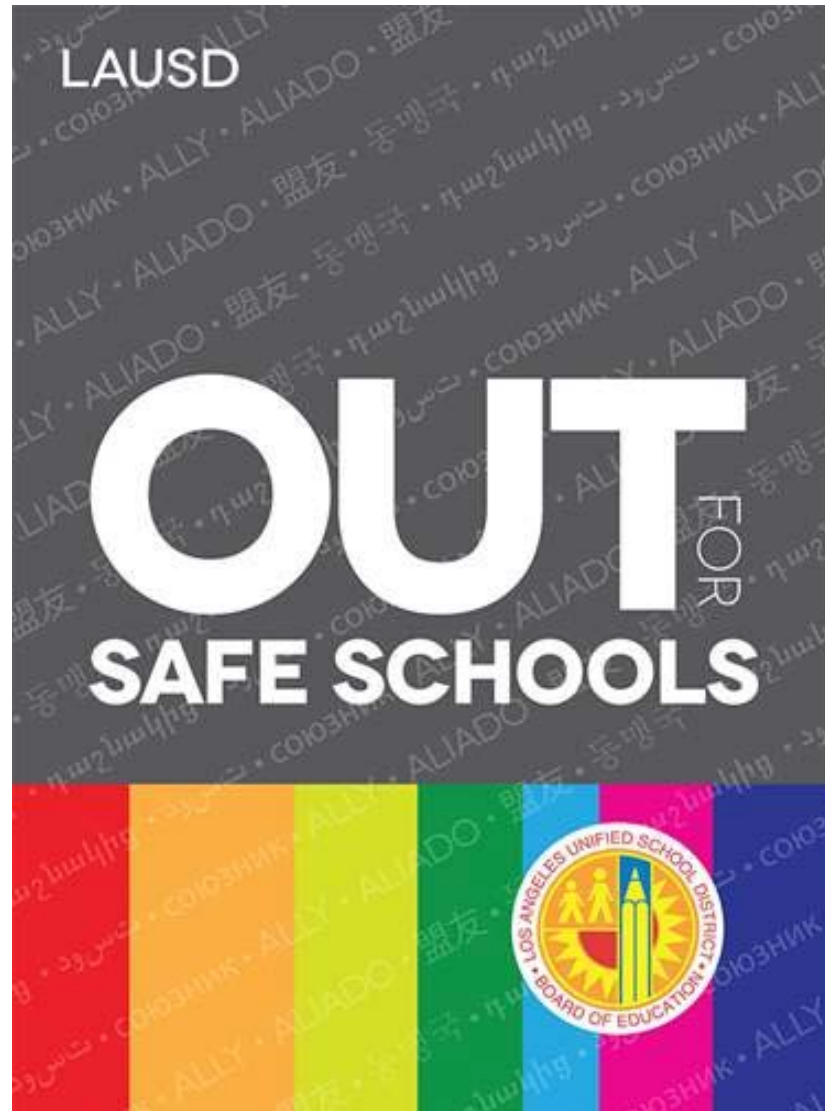
ENVISIONING OUR SCHOOLS



COLLABORATIONS THAT SUCCEED



30,000 ALLY BADGES



RESOURCES



humanrelations.lausd.net
P: 213-241-5626



**PROJECT
SPIN**

projectspin.org
P: 323-993-7661

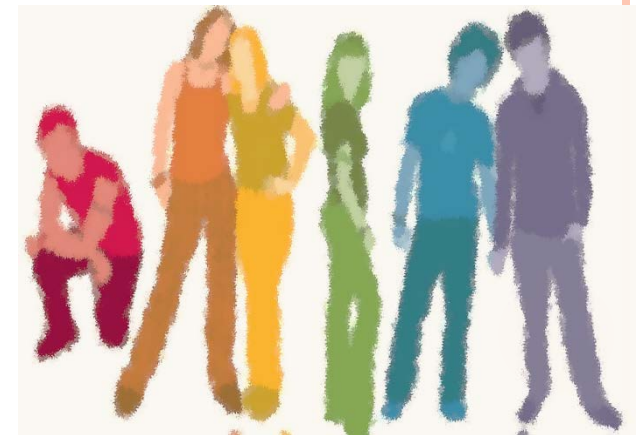


gsanetwork.org
P: 213-529-4822

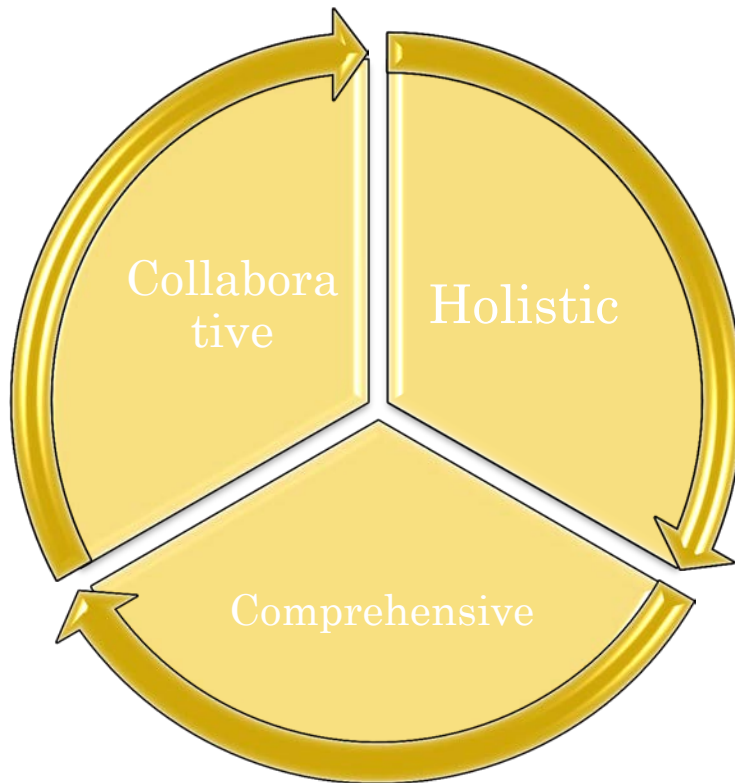


PARTNERSHIPS

- Aligning values with practice
- Implementing best practices and programs that encourage pro-social behaviors
- Under-reporting and over-identification
- Visibility of adult allies (stigma reduction)
- Resources



CORE PRINCIPLES



INCLUSIVE AND AFFIRMING
SCHOOL POLICIES

INFORMED MENTAL HEALTH
SERVICES

BUILD CAPACITY WITH ALL
STAKEHOLDERS

INTEGRATED CURRICULUM AND
INSTRUCTION



understand inform behavior objectives information graduates educational demonstrate explain actions portfolio data process graduates development evaluation course **learning** **Assessment** **rubrics** capstone empirical evidence ability classroom knowledge ongoing mission survey systematic goals describe curriculum analysis embedded program seniors students formative measure improve results research



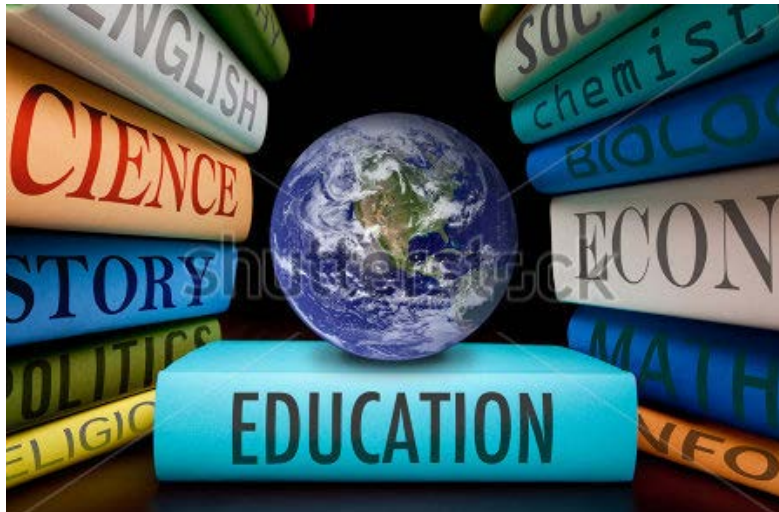
ESSENTIAL DIMENSIONS OF SCHOOL CLIMATE

- **Safety**
 - Rules and norms
 - Physical safety
 - Social and emotional safety
- **Teaching & Learning**
 - Support for learning
 - Social and civic learning
- **Interpersonal Relationships**
 - Respect for diversity
 - Social support – adults & students
- **Institutional environment**
 - School connectedness
 - Physical surroundings



5 PROTECTIVE FACTORS

1. GSAs
2. Inclusive curriculum
3. Visible supportive adults
4. Social networks
5. Comprehensive policies





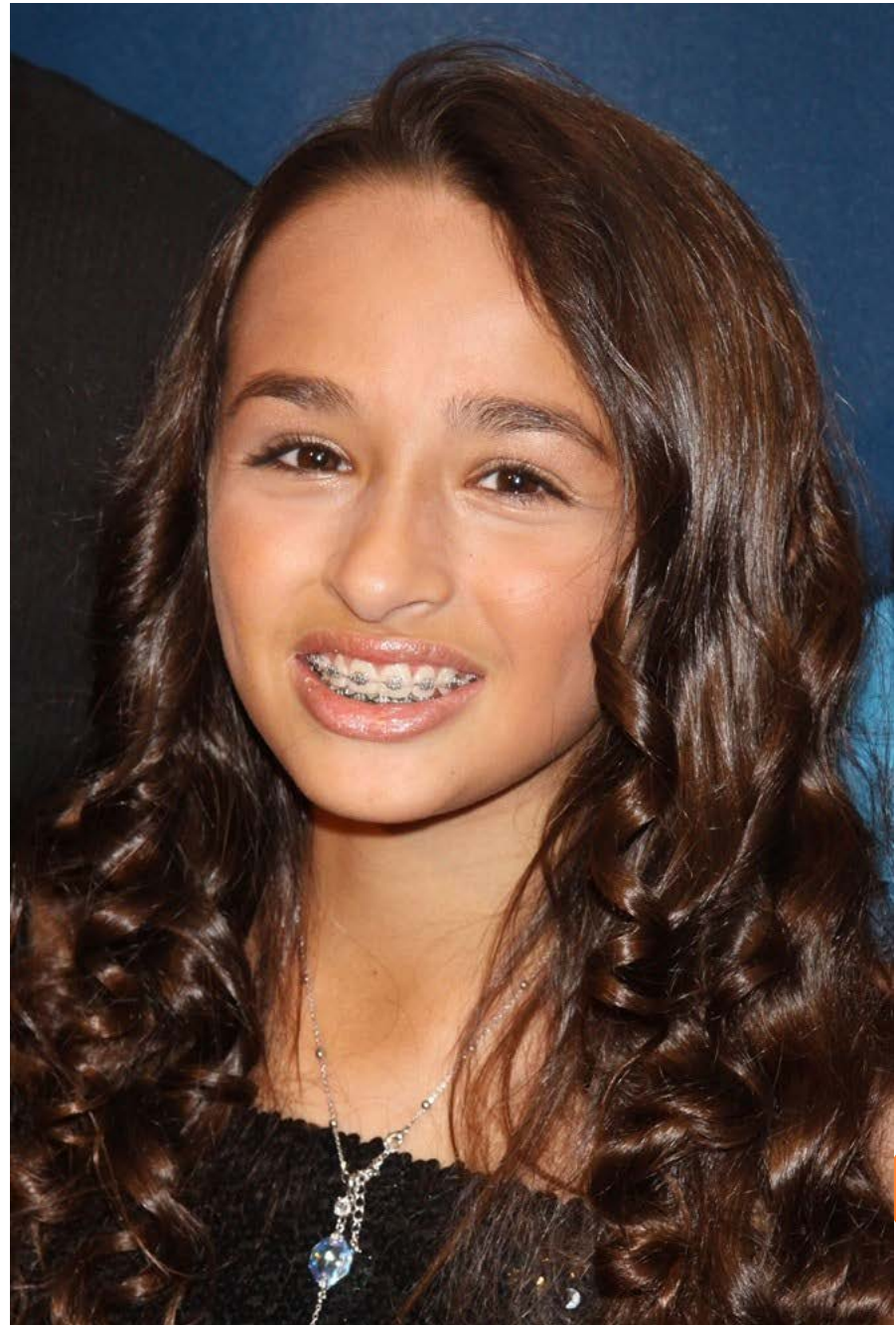
FAMILY ACCEPTANCE – PARENT AND CAREGIVER BEHAVIORS THAT HELP:

- Talk with your child about his/her LGBT identity
- Express affection when you learn that your child is LGB and/or T
- Advocate for child when he/she is mistreated because of his/her LGBT identity
- Bring your child to LGBT events
- Connect your child with an LGB and/or T adult role model
- Welcome your child's LGB and/or T friends and partners into your home
- Believe that your LGB and/or T child can have a happy future

Adapted from Ryan, 2009



- <https://www.youtube.com/watch?v=t2JdPNAsaTs>



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