The background of the slide is a repeating pattern of stylized pine needles, rendered in a light gray color against a white background. The needles are arranged in a way that creates a sense of depth and texture, with some appearing to be in the foreground and others receding into the background.

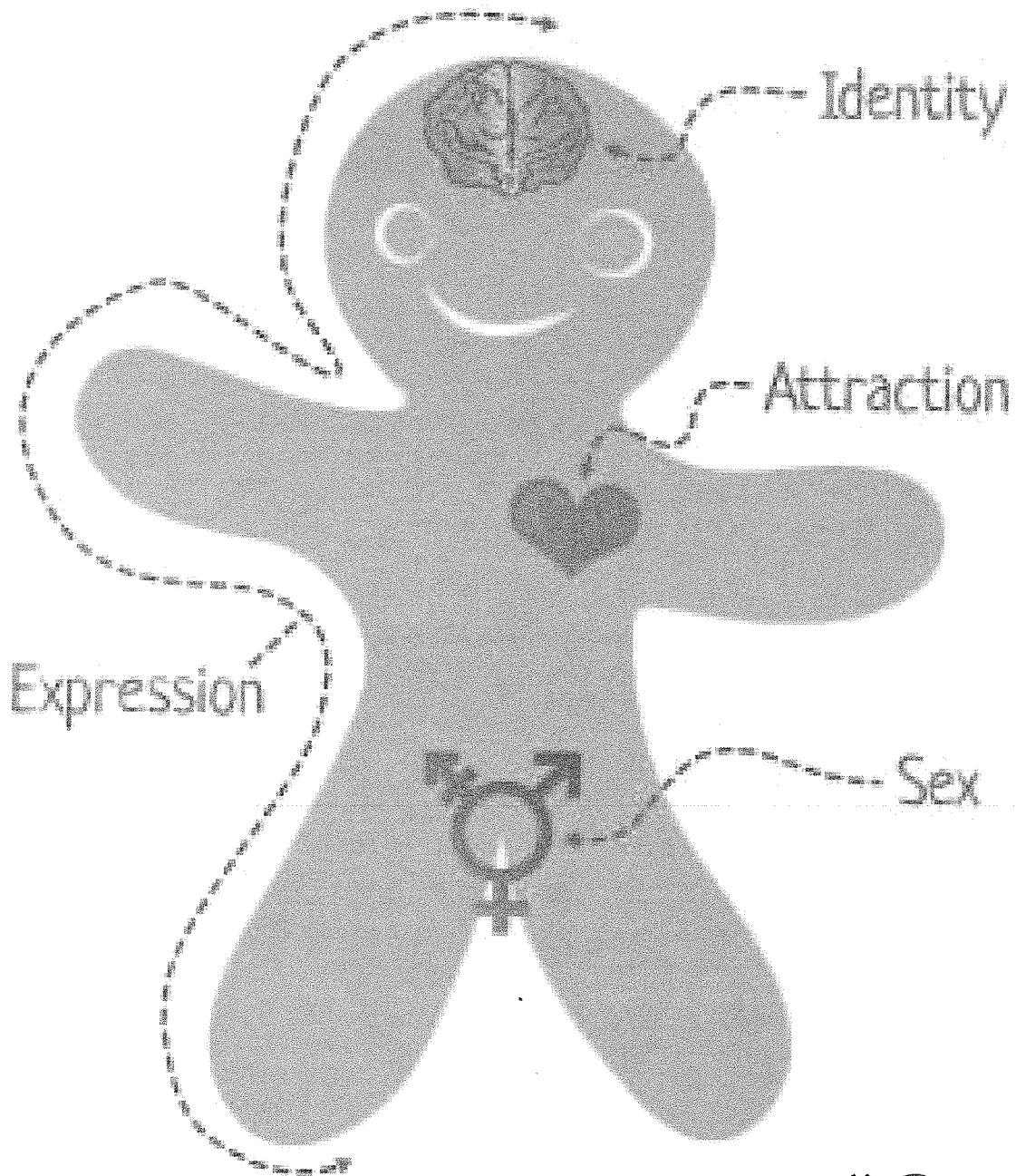
# Gender Identity in Schools

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Implications for  
School Leaders

# Gender Identity: What is it and is it real?

- Bowers, G., & Levi, J. (2012). *Which way to the restroom? Respecting the Rights of Transgender Youth in the School System*. National School Board Association of School Attorneys.
- In 2013, Arcadia School District (California) settles a complaint filed with USDOE OCR on access and discrimination on gender identity
- On Jan 30, 2014, Maine Supreme Court ruled in favor of a transgender student use of communal bathroom and required use of unisex staff bathroom.
- On April 29, 2014 the US Department of Education Office of Civil Rights issued a “significant guidance document” specifying gender identity as protected under Title IX
- Currently (2015-2016) Grimm v. Gloucester County School Board in federal appeals court and possible candidate for appeal to the US Supreme Court



*“Genderbread”* Person



# Let's personalize this issue with Ryland's story

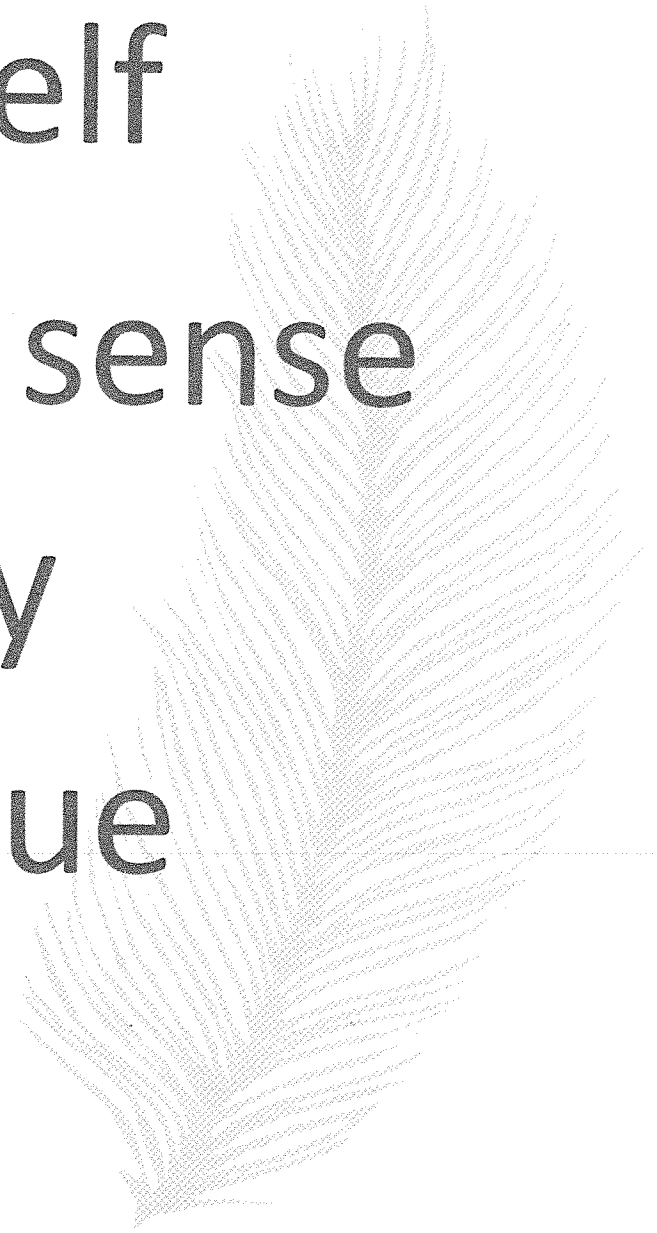
- 
- Google “The Whittington Family: Ryland’s Story”
  - <https://www.youtube.com/watch?v=yAHCqnux2fk>

# Implementing an “inclusive” practice: Are the concerns theoretical or practical?

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- Legality: State Law, Title IX
- Authority: principal, Supt, SBDM, district
- Religious values
- Safety
- Right to privacy vs. being uncomfortable

Prepare yourself  
to apply common sense  
to a relatively  
*uncommon* issue



# Accommodation vs. Discrimination

**ACCOMMODATION:** Providing for the need(s) of those in which there is an imbalance in ability, access, opportunity, service, etc.

Reasonable accommodations respect the many factors that make everyone different. Any student may request increased privacy due to shyness, psychological reasons (ex., low self-esteem), physical impairments, or special circumstances that may be temporary or permanent.

## **ACCOMMODATION:**

Providing for the need(s) of those in which there is an imbalance in ability, access, opportunity, service, etc.

Examples-

**Any student** may use the single stall restroom in the front office for any reason.

Increase privacy of **all students** by installing curtains in the locker room or stall doors in restrooms.

When reasonable, **not segregating activities, rules or expectations by gender.**

**Extra-curricula activities: cheer, dance, LBGT group**



## **DISCRIMINATION:**

Oppressing or compelling others to behave a certain way or restricting access.

Example:

The transgender kids must use the single-stall restroom or the restroom of their biological sex.

LGBT students use **different locker rooms**.

**Dress/hair code** that presume traditional gender norms.

**Class assignments** that presume traditional gender norms.

**Course curricula** that presume traditional gender norms.

# Accommodation is NOT

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- “casual access” for boys and girls to use the same facilities
- “unfettered” opportunities for exposure of sexual parts



# Communication Strategies: Be Open & Honest in Inquiry

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- Where is the child in the “transition” phase?
- Name
- Pronoun
- Records
- Use of facilities
- Work collaboratively with the family
- Involve outside agencies when appropriate

# Facilities:

## Reasonable accommodations to increase privacy for all students

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# BCPS Talking Points: *(See Handout)*


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- Education: Administration, Staff, Students (Livewire Visit to AHS), SBDM Council
- Talk and Share: Superintendent, Central Office Personnel, HS Principals & ALL Principals
  - *Evaluate our Policies*
  - *District Policy*
  - *School Policy (Dr. Aberli and Mr. Mayes)*
- Do not allow “We hope it doesn’t happen here” to be the plan in your school/district.
- Include AP’s, Counselors, etc. in discussions, they are often the front-line service to students and families.

# Communication Strategies: Be Transparent

- Educate yourself first. **Respect both sides of the issue.**
- Present a non-discrimination statement that includes gender identity to the **SBDM** to begin the open-forum discussion and information phase.
- Communicate with **parents** (letters, emails, newsletter) and parent groups (PTSO, Booster, etc).
- **School Newspaper** (unbiased, objective article; do not refer to any student currently in the school)

# Support

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- **Counselors or therapists** who specialize or have experience with LGBT
  - ***Louisville Youth Group***, Executive Director Elizabeth Stith (502-587-7755)
  - ***Fairness Campaign***, Director Chris Hartman ([Chris@Fairness.org](mailto:Chris@Fairness.org))
  - ***Louisville Metra Human Relations Commission***, Dawn Wilson and Reginald Glass (502-574-3631)
  - ***Kentucky Commission on Human Rights***, Executive Director John Johnson (502-595-4024)
  - ***Kentucky Health Justice Network***, Farah Ardeshir ([organizer@khjn.org](mailto:organizer@khjn.org))
  - ***National Center for Transgender Equality*** (Washington, DC), Director Harper Jean Tobin (202-903-0112)
  - ***Lambda Legal***, Tara Borelli, Senior Attorney of Grimm v. Gloucester Co case ([tborelli@lambdalegal.org](mailto:tborelli@lambdalegal.org))
  - ***Los Angeles Unified School District***, Dr. Judy Chiasson ([judy.chiasson@lauds.net](mailto:judy.chiasson@lauds.net))

# Four Generations Under One School Roof:

Many Contrasting Experiences, Values & World Views

One Common Goal- Loving our Children

- **BABY BOOMERS** (born 1946-1964)

Cold War, JFK, Vietnam, Woodstock, Students for a Democratic Society

- **X-GENERATION** (born 1965-1981)

Cold War (mid-to-ending), Berlin Wall, AIDS, Operation Desert Storm, Columbine

- **MILLENNIALS** (born 1982-2003)

Somalia, Iraq, WOMDs, text messaging, My Space, Facebook, new forms of social media

- **Post-Millennials** (born after 2003)

Iraq & Afghanistan, iPhones, Social Media, Global terrorism and school shootings are norm

“Millennials lost the values of previous generations: hard work, trust, finishing responsibilities.”

21 Trends for the 21<sup>st</sup> Century deem them to be **Generation E**, for **Equilibrium**.

MTV is trying to name this generation “**The Founders**” in reference to “rebuilding the disruption of society from Millennials”. – TIME Magazine, Dec 1, 2015



# Generational Filters

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- View of Sex, Religion, Family...
- Major Events
- Economy
- Presidents
- Music
- Drugs