

Supporting Transgender Students

June 20th, 2016



Welcome

- http://cms-k12-nc.granicus.com/MediaPlayer.php?clip_id=1974

Agenda

- Welcome & Overview
- Transgender 101
- Q & A
- Break
- Overview Regulation JICK-R

Objectives

- PWBAT understand how gender identity impacts student needs and school culture
- PWBAT understand and apply appropriate definitions and terms
- PWBAT articulate and apply regulation JICK-R in their work environments
- PWBAT identify appropriate ongoing intentional support for all stakeholders

Supporting Transgender Students



Join at

slido.com
#CMSsts

slido



Transgender 101

Dr. Todd Rosendahl, Director of School Outreach
TRosendahl@TimeOutYouth.org • 704.344.8335



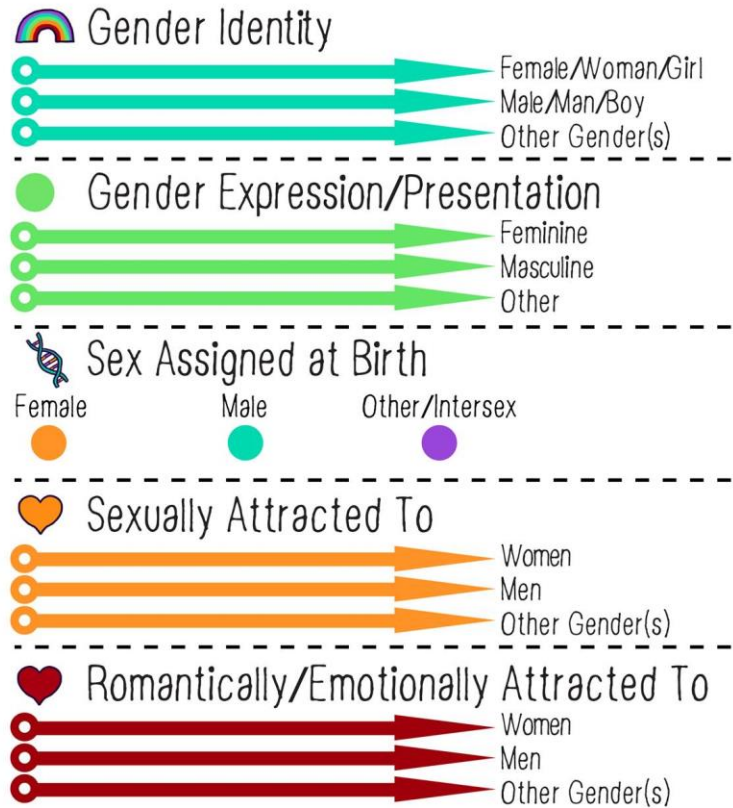
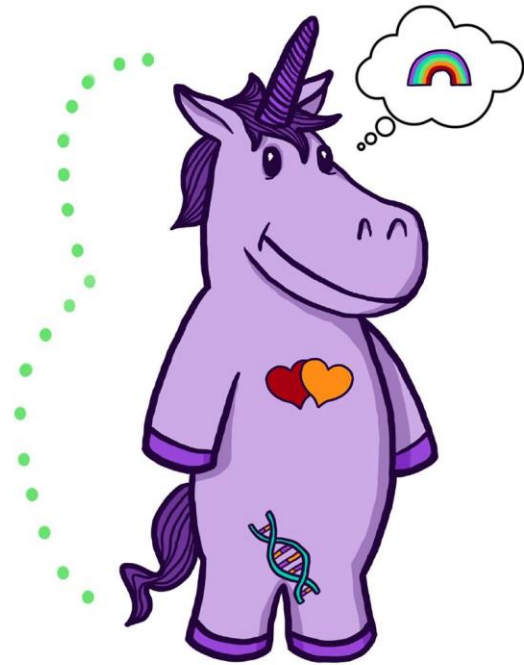
This section is intended to:

- Define and use important terms and concepts related to gender identity
- Identify issues facing transgender and gender expansive students
- Provide appropriate referrals for this youth population
- Locate additional local and national resources

TERMS & CONCEPTS

The Gender Unicorn

Graphic by:
TSER
Trans Student Equality Resources



To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan

Important terms: LGBTQ

- Lesbian, Gay, Bisexual
 - Questioning
 - Queer
 - Transgender
 - Cisgender
- Non-binary, Genderqueer, Gender Nonconforming

Terms to avoid

- Transgendered
 - Transsexual
 - Transvestite
 - MtF or FtM
- Cross Dresser
- Drag Queen/King

RESEARCH ON LGBTQ YOUTH IN SCHOOLS

School safety

- 55.5% of LGBT students **felt unsafe** at school because of their sexual orientation
- 68.1% of LGBT students **avoided school functions** because they felt unsafe or uncomfortable

The 2013 National School Climate Survey - GLSEN

School safety (cont.)

- LGBT youth are more than 2x as likely as their peers to say they have been **verbally harassed and called names** at school (51% vs. 25%)
- LGBT youth are nearly 2x as likely as their peers to say they have been **physically assaulted, kicked, or shoved** at school (17% vs. 10%)
- LGBT youth are about 2x as likely as their peers to say they have been **excluded by their peers** because they are different (48% vs. 26%)

•Human Rights Campaign: Growing Up LGBT in America (2012)

School safety for trans students

- 82% of transgender students **feel unsafe** at their school due to their gender expression.
 - 53% of transgender students have been **physically harassed** (e.g., pushed or shoved) in school in the past year because of their gender expression.
 - 47% of transgender students reported **skipping a class** at least once in the past month and 46% report **missing at least one day of school** in the past month because they felt unsafe or uncomfortable.
- Greytak, E. A., Kosciw, J. G., and Diaz, E. M. (2009). Harsh Realities: The Experiences of Transgender Youth in Our Nation's Schools. New York: GLSEN.

Verbal harassment of trans students

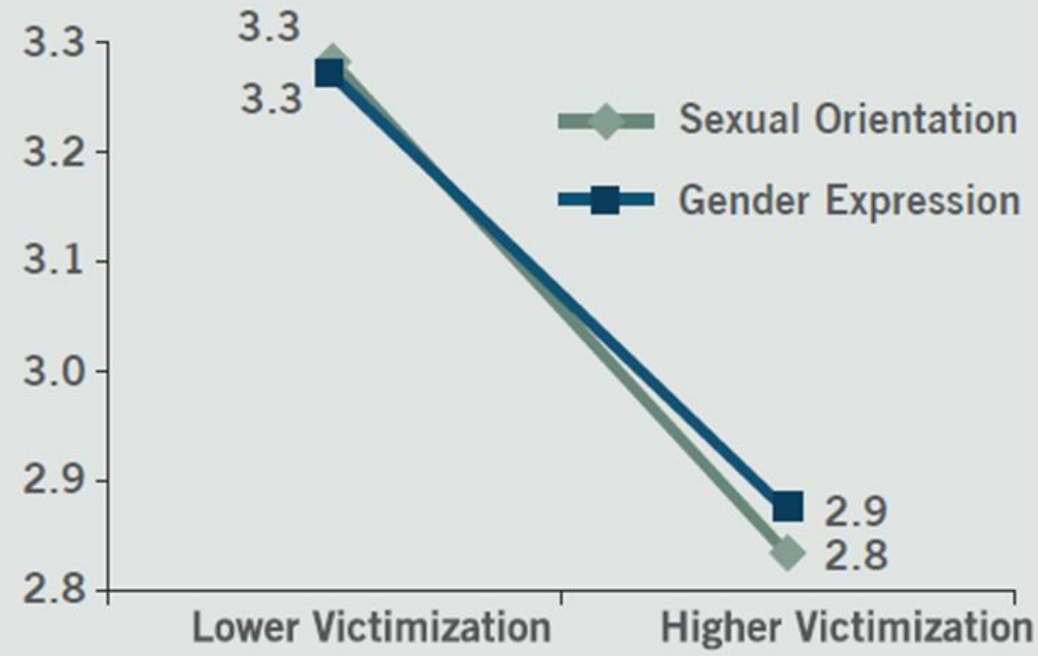
- 39% of transgender students **heard school staff make negative comments** about someone's gender expression in the past year.
- Only 11% of transgender students said that school staff intervened most of the time or always when hearing negative remarks about someone's gender expression.
- Greytak, E. A., Kosciw, J. G., and Diaz, E. M. (2009). Harsh Realities: The Experiences of Transgender Youth in Our Nation's Schools. New York: GLSEN.

Reporting to staff

- 56.7% of LGBT students who were harassed or assaulted in school **did not report** it to staff, most commonly because they doubted that an effective intervention would occur
- 61.6% of students who did report an incident said that **school staff did nothing** in response

The 2013 National School Climate Survey - GLSEN

Academic Achievement and Severity of Victimization (LGBT Students' Mean Reported Grade Point Average)



Homelessness

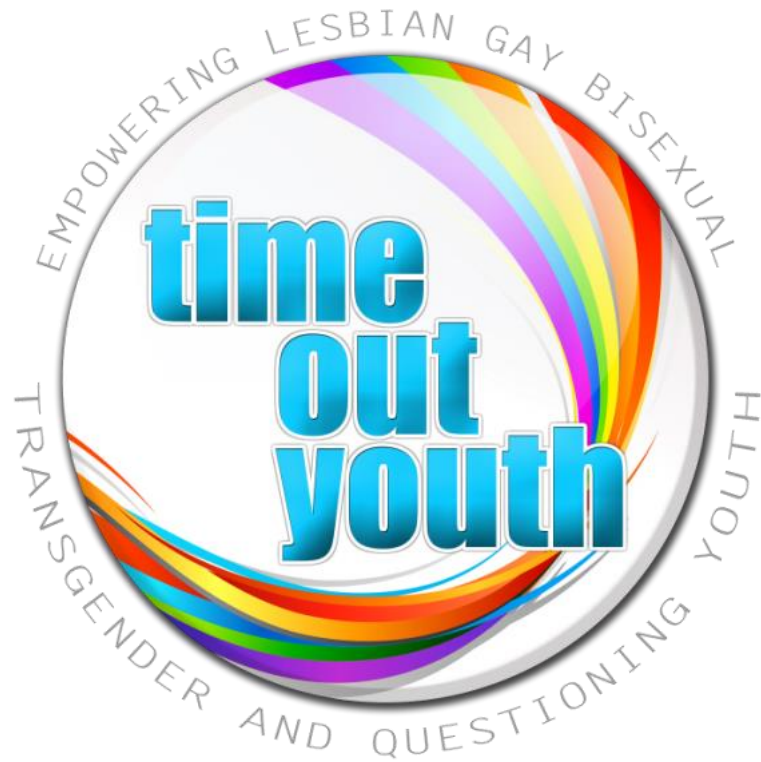
- 30-40% of all homeless youth identify as LGBT

•Durso, L.E. & Gates, G.J. (2012) Serving our Youth: Findings from a National Survey of Service Providers Working with Lesbian, Gay, Bisexual, and Transgender Youth who are Homeless or at Risk of Becoming Homeless. Los Angeles: The Williams Institute with True Colors Fund and The Palette Fund.

LGBTQ youth & suicide

- LGB youth are 4-5 times more likely to have attempted suicide as their heterosexual peers
 - 40-50% of trans youth will have attempted suicide by age 20
-
- Hatzenbuehler, M. (2011). The Social Environment and Suicide Attempts in Lesbian, Gay, and Bisexual Youth. *Pediatrics* 127 (5): 896-903).

COMMUNITY RESOURCES



2320-A North Davidson Street

www.timeoutyouth.org



pflag.org

cthcg.org



Charlotte Transgender Healthcare Group



genderspectrum.org



welcomingschools.org

Supporting Transgender Students



Join at

slido.com
#CMSsts

slido

We will resume our presentation in 10 minutes

BREAK

Legal landscape summary

- The Fourth Circuit Court of Appeals ruled in April 2016 that Title IX protections against sex discrimination apply to gender identity.
 - This is the federal court whose rulings on Constitutional and federal law are controlling in North Carolina
- The ruling was made in a case from the Gloucester (Virginia) School Board.
 - A transgender boy sued the district for its bathroom policy that required students to use restrooms according to their sex assigned at birth. Transgender students were to be provided “an alternative appropriate private facility.”
- The effect of the Fourth Circuit ruling is that transgender students are entitled under Title IX to use the restroom at school that corresponds to their gender identity.
- The school board has given notice it will appeal the case to the United States Supreme Court.
- Unless the Supreme Court decides to hear the case and overturns the Fourth Circuit’s decision, the ruling remains in effect in North Carolina.

Bullying Prevention Regulation JICK-R

- Mission is to **maximize academic achievement for every child**
- Students must have safe, welcoming schools that support social-emotional wellbeing
- We will model dignity and respect for all

Bullying Prevention Regulation JICK-R

- Newly written section addresses:
 - Privacy concerns
 - Professional development
 - School records
 - Names and pronouns
 - Restrooms and changing facilities
 - Gender-based activities

Privacy Concerns

<https://vimeo.com/170654928/6630fad86a>

Regulation JICK-R: privacy concerns

- A student's transgender status is confidential.
- FERPA allows schools to share education record information only with school employees "with a legitimate educational need to know."
- This means you should share a student's gender identity status only with others at the school who need that information to effectively meet the student's needs at school.
- Student Services staff will work with school staff to develop a plan to safeguard a student's transgender status and address privacy concerns.

Regulation JICK-R: privacy concerns

- Involvement of parents in the plan is determined in working with the student, considering the student's age and health, wellbeing and safety concerns.
- Staff must take care not to “out” a student to others, including the parents of an older student, without the student's permission. In contacting the parents, use the student's name/pronoun on birth certificate unless student or parent says otherwise.

What if...

1. Parents are unaware of their child's gender identity?
2. Staff inadvertently call a student by the wrong name or pronoun?

Privacy concern support

- Toolkit:
 - Gender Transition Plan
 - Gender Support Plan
- Support
 - Bullying Prevention support
 - Department:
 - Phone: (980) 343-2748
 - Email: preventbullying@cms.k12.nc.us

Names & Pronouns

<https://vimeo.com/170654929/bd1f01f6ee>

Regulation JICK-R: names and pronouns

- The official school record is the transcript; it must use the name and sex recorded on the birth certificate.
- Nonofficial records must refer to transgender student by preferred names and pronouns.
 - Examples are class rosters, yearbooks, event programs, diplomas, and report cards
 - CMS Technology is working on a way to create class rosters that include preferred names so they don't have to be done by hand.
- Inadvertent slips may occur. Intentional refusals to use a transgender student's preferred name/pronoun violate this regulation.

What if...

1. A staff member refuses to abide by these rules?
2. A student transitions and other students or staff have questions?

Names and pronouns support

- Technology investigating a workaround
- Toolkit:
 - Preferred Name form

Restrooms & Changing Facilities

<https://vimeo.com/170654930/7259db7ce9>

Regulation JICK-R: restrooms and changing facilities

- Students must have access to the restroom/changing facilities that correspond to their gender identity
- If there's a request for increased privacy, any student should be provided a reasonable accommodation, such as:
 - Private or screened area in the same locker room
 - Separate changing facility schedule
 - Use of nearby private area
 - Assignment of locker in close proximity to staff office
- Upon request, schools may provide gender-neutral single-stall restrooms & locker rooms for all students.

What if...

1. A parent of a non-transgender student has concerns about their child's safety?
2. A transgender student or parent has concerns about safety?

Restrooms and changing facilities support

- Operations is performing an evaluation of all schools
- Facilities will be updated to deliver reasonable accommodations

Classroom Structure & Activities

[https://vimeo.com/170654927/c63eea
a33c](https://vimeo.com/170654927/c63eea
a33c)

Regulation JICK-R: gender-based activities

- CMS will evaluate all gender-based activities; maintain only those that have clear and sound pedagogical purpose
- Students are permitted to participate in gender-based activities consistent with their gender identity.
 - Dress codes
 - Single gender classes
 - Classroom structure/management
 - School ceremonies
 - School photos
 - Extracurricular activities
 - Overnight field trips

Gender-based activities: overview

- Clear and sound pedagogical purpose:
 - Instructional purpose
 - Aligned to the state essential standards and objectives
 - Designed to maximize student achievement
- Toolkit:
 - Checklist form for gender based activities

Classroom structure and activities support

- Avoid gender specific classroom management techniques
- Ex:
 - Lining up students
 - Birth month, favorite color, alphabetized vs. boy/girl
 - Addressing students
 - Scholars or students vs. boys and girls

Gender-based activities : dress codes

- Allow students to dress in accordance with their **gender identity**
- Enforce dress code equitably for all students

Gender-based activities : school ceremonies

- Allow transgender students to participate in all school traditions, including sex-separated traditions, in the gender category that matches their gender identity
- Remember the importance of helping **ALL** students to feel inclusive in important events.
- Examples:
 - Use of preferred name at graduation or other school related activities.
 - Ceremonies
 - Prom & Homecoming
 - Dress Code should be gender neutral
 - Graduation
 - Dress Code should be gender neutral
 - Robe Colors should be a choice

Gender-based activities : school pictures

- Be mindful of dress codes, line ups, and yearbook picture names.
- Examples :
 - Picture dress codes
 - Dress Code should be gender neutral
 - Preferred name
 - Processes for pictures
 - Line up
 - Cards

Gender-based activities : extracurricular activities

- Equal Access to all students participating in Structured or Extracurricular activities.
 - Drama
 - Chess
 - Chorus/ Choir
 - Dance
 - Band/Orchestra
 - Club/Intramural Sports
- Include options for Gay Straight Alliance Club
 - Diversity Club
 - Human Rights

Gender-based activities : overnight field trips

- Bullying Prevention support
 - Department:
 - Phone: (980) 343-2748
 - Email: preventbullying@cms.k12.nc.us

Gender-based activities : interscholastic athletics

- A student's gender is determined by the gender noted on his or her certificate of birth.

-2015-16 North Carolina High School Athletic Association (NCHSAA) Handbook

What if...

1. My school offers gender-based classes?

Further support

- Support Toolkit
- Supporting Transgender Students Training
 - Dates: August 2016
- Making IT Better: <http://makingitbetter-cms.tv/>
- Bullying Prevention
 - Department:
 - Phone: (980) 343-2748
 - Email: preventbullying@cms.k12.nc.us
 - Training:
 - Dates: August-October 2016
- Welcoming Schools Training:
 - Dates: 2016-2017 School Year

