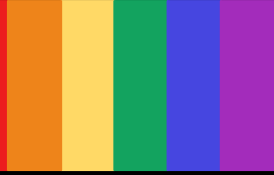


Questions: Katherine.Hildebrandt@ode.oregon.gov and/or newbergstudentdiversity@gmail.com

LGBTQIA2S+ Support In Newberg Schools



Optional form for questions:



<https://bit.ly/3W2FU80>

Jennifer DuPriest (She/Her), Mabel Rush School
Counselor, Queer staff member

Shyla Jasper (She/Her), Student and Family
Advocate

Madeline Kozloff (She/Her), CVMS School
Counselor, Pursuing Gender Diversity Certificate,
Queer staff member

Josh Reid (He/Him), Catalyst School Counselor,
GSA Advisor

Rebecca Swindle, Ph.D. (She/Her), ODE
LGBTQ2SIA+ Student Success Act Advisory
Member

Mark Brown, (He, Him), Athletic Director

Introduction



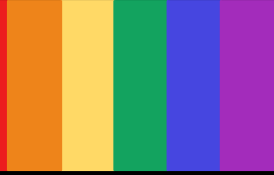
We are not perfect.

We have our own biases, blind spots, preconceived ideas, morals, experience and expertise.

Volatile national and local policies are confusing.

This presentation represents the most current information from the Oregon Department of Education and Newberg School District.

We're all in!



Talking about gender identity and sexuality can be a sensitive topic for many. Let's remember:

- We are all human
- We all want what's best for our youth
- We can ALL do better



Agenda

Data

National, Regional,
Local

Defining Terms

LGBTQIA2S+, What is
Gender?, Pronouns

Strategies to Support

Using pronouns, strategies in
classrooms

Ch-ch-changes

Synergy

Sports & Locker room

From Mark Brown

Resources

Many, many slides at
the end

Data

DHS Issues National Terrorism Advisory System (NTAS) Bulletin

81.8%

feel unsafe at school

76.1%

verbal harassment

10.9%

staff responded most
of the time

Local Data



- 50% LCS school based mental health referrals in 2021/2022 at CVMS identified as LGBTQIA2S+
- 40% Homeless Youth in Newberg are LGBTQIA2S+
- LGBTQIA2S+ students are at an increased risk of suffering from:
 - Higher rates of depression
 - Avoid school functions and extra curriculars
 - Suicidality

Definition of Terms

L	G	B	T	Q	Q	I	A	2S	+
Lesbian	Gay	Bi-Sexual	Trans-gender	Queer	Questioning	Intersex	Asexual	Two-Spirit	Plus
A woman primarily attracted to women	A man who is primarily attracted to men; sometimes used as a broad term for individuals attracted to the same sex	An individual who is primarily attracted to people of their own and opposite gender	A person whose gender identity differs from their assigned sex at birth	An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community	The process of exploring and discovering one's own sexual orientation, identity, and/or gender expression	An individual who's sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male"	An individual who does not feel sexual desire and/or attraction to any group of people. It is not the same as celibacy and has many sub-groups	A third gender found in some Native American cultures, often involving birth-assigned men or women taking on the identities and roles of the opposite sex. A sacred and historical identity, two-spirit can include but is by no means limited to LGBTQ+ identities.	The 'plus' is used to signify all of the gender identities and sexual orientations that are not specifically covered by the other initials.

What is Gender?



Federal Title IX Protects students against discrimination, and identifies sex, sexual orientation, and gender identity as protected classes (as well as race, color, religion, national origin, marital status, age or disability).

(ORS 659.850)

What is Gender?



Photo: [Alexander Grey](#)

All people have these 4 categories:

1. Assigned Birth Gender
2. Gender Identity: Internal Perception of Gender
3. Gender Expression: Appearance
4. Sexual Orientation: Attraction/Love

Cisgender: birth gender aligns with gender identity
Transgender: birth gender does not align with gender identity

(ORS 659.850)

<https://youtu.be/tb9gsC3lm-E>



Pronouns



She/Her



Female

Person identifies as female.

He/Him



Male

Person identifies as male.

They/Them

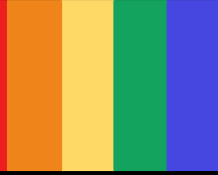


Non-Binary


Person does not identify with either male or female (or they identify with both!)

- Note: there are lots of other pronouns that people use to identify with!

Getting New Pronouns Right




1. When you slip up, correct yourself briefly and move on



When I first met Lilly she was — I mean Aidan, he was literally doing a handstand on a skateboard.

2. When someone corrects you, say “thank you”

and just move on swiftly



I hadn't even finished yet and he already —

they

right, thanks! they had already gotten & ready !?!

3. Get in the habit of interrupting people with a quick correction


yes, every time





It sets a good precedent, lifts some burden off trans people, and makes it easier to catch yourself

4. Don't make anyone feel like a burden for having pronouns you're struggling with

do not say “oh it's just really hard”



Thank you for sharing your authentic self with me, I'm learning and I really appreciate it



Strategies to Support LGBTQ2SIA+ Students



Pronouns

- Share pronouns
- Remind and enforce

Teaching

Uplift and integrate inclusive texts:

- Queer stories
- Diverse families

Substitutes

Make sure subs know correct names and pronouns

- Rosters
- Seating charts

Classroom

- Words and symbols
- Interrupt homophobic & transphobic language

Privacy, Confidentiality, and Student Records



- Authorized school personnel with access to a transgender or gender nonconforming student's identity **shall not disclose** any information that may reveal a student's transgender status to others – including the student's parents or guardians and other school staff – unless legally authorized to do so or unless the student has authorized such disclosure in writing.
- All students have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and what private information to share.

Changes in Synergy

Student

Comes to supportive adults in school



Staff

Refers student to School Counselor

School Counselor

Talks with student about comfort level and can refer to Tech for changes with parent permission

Tech People

Tech makes changes in Synergy including gmail and google classrooms

LGBTQIA2S+ in Locker Rooms and Restrooms



Basic Rights Oregon, 2020:practice of allowing a transgender boy to use the boys' restrooms and locker rooms does not violate the rights of cisgender students or parents. The recent court decision affirms the ruling of the United States District Court in Oregon which stated that schools are not only permitted, but required, to treat transgender students equally under the law.

(2021 HB 3294; OARS 581-021-0587 to 0596)

LGBTQIA2S+ in Sports



The OSAA endeavors to allow students to participate for the athletic or activity program of their consistently asserted gender identity while providing a fair and safe environment for all students. As with Rule 8.2 regarding Duration of Eligibility / Graduation, rules such as this one promotes harmony and fair competition among member schools by maintaining equality of eligibility and increase the number of students who will have an opportunity to participate in interscholastic activities.

(OSAA; 2022–23)

Complaint Process



You are entitled to protection.

Newberg School District has complaint escalation process for staff and students.

Contact your administrator to fill out an official complaint. They will guide you to next steps.

<https://www.newberg.k12.or.us/district/complaint-process>

**Thank you for keeping
an open mind!**

We will take this time to
respond to any questions
you may have submitted.



Questions? bit.ly/3lop40i



the best gift you are ever going to give
someone —the permission to feel safe
in their own skin. to feel worthy.
to feel like they are enough.

@M_EYE_ND | IG

The background features a black field with vertical stripes in red, orange, yellow, green, blue, and purple. Large black circles are partially visible behind the stripes.

Additional Resources

**The following slides contain
resources.**

Queer Glossary

Gender Identity

The internal perception of an one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be. Often conflated with biological sex, or sex assigned at birth.

Sexual Orientation

The type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others, generally labeled based on the gender relationship between the person and the people they are attracted to.

Cisgender

A gender description for when someone's sex assigned at birth and gender identity correspond in the expected way (e.g., someone who was assigned male at birth, and identifies as a man).

Say this, not that



“LGBTQ people when compared to the general population”	“LGBTQ people when compared with their heterosexual peers”
Trans and gender diverse, transgender, trans person	Trans*, transgendered, transgenderism, transvestite, tranny, pre-op/post-op, cross dresser, sex & gender diverse. 'Transgender' is an adjective, not a noun or verb. It shouldn't be used on its own, e.g. 'a trans' or 'the transgender'
Transitioning, affirming gender	Transing, transgendering, trans'd
Men, women and non-binary people	Men, women and trans
Gender-affirming healthcare, transition-related healthcare	Gender reassignment, sex change, sex reassignment
Gay and bi men (cis and trans)	Gay, bi and trans men
Ask: “What is your pronoun?”	“What is your preferred pronoun?”
Think: “Would I ask a cisgender person this?”	“Have you had the surgery?” / “Tell me more about your genitals?” / “What is your real name?”

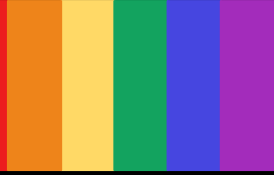
LGBTQIA2S+ Policy and Laws



Policy and Laws

This document summarizes the protections provided, in state and federal law, for individuals in Oregon's public schools as well as school district policy.

Important Dates to Acknowledge



March 31

International
Trans Day of
Visibility



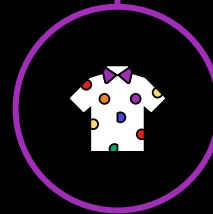
October 11

National Coming
Out Day



June 27

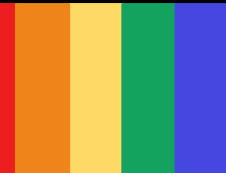
Stonewall Riots
Anniversary



November 20

Transgender Day
of
Remembrance

Resources to support the inclusion of LGBTQIA+ students and families



Trevor Project

Crisis services and research.



Pride Less Prejudice

LGBTQ+ inclusive books and lesson plans.

Facebook Groups

- Gender, Health, and Community Network
- Mid Willamette Trans Support Network
- Corvallis Rainbow Network
- LGBTQ Portland



Title IX Civil Rights

Know what your students' rights are and help advocate for their success.

Even More Resources!

Media



A list of documentaries about the LGBTQ+ community and history



Literacy

Books spotlight diversity, histories, cultures, and experiences among those who identify as LGBTQ+.

GLSEN



Advocacy, Resources, Professional Development



Humans

Talk to someone from the LGBTQ+ community!

Online Resources



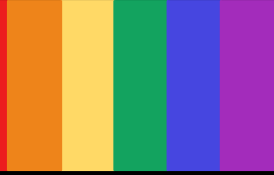
Political

- [Equality Federation](#)
- [Human Rights Campaign \(HRC\)](#)
- [National LGBTQ Task Force](#)
- [Victory Fund](#)

Youth

- [Gay, Lesbian & Straight Education Network \(GLSEN\)](#)
- [GSA Network](#)
- [LGBTQ Student Resources & Support](#)
- [Point Foundation](#)
- [Safe Schools Coalition](#)

More Online Resources



Transgender

- [National Center for Transgender Equality \(NCTE\)](#)
- [Sylvia Rivera Law Project](#)
- [Transgender Law Center](#)
- [Transgender Legal Defense & Education Fund](#)

General

- [Anti-Violence Project](#)
- [CenterLink](#)
- [COLAGE](#)
- [GMHC](#)
- [Matthew Shepard Foundation](#)
- [Movement Advancement Project](#)
- [Out & Equal](#)
- [Parents, Families and Friends of Lesbians and Gays \(PFLAG\)](#)
- [Straight for Equality](#)
- [The Williams Institute](#)
- [GLSEN 2021 National School Climate Survey](#)

ODE LGBTQIA2S+ Resources Page



Sign up [here](#) to receive newsletter and announcements about LGBTQ2SIA+ Student Success!

As recommended by the Statewide LGBTQ2SIA+ Student Success Plan, adopted by the Oregon State Board of Education, the Oregon Department of Education (ODE) is committed to demonstrating leadership to districts, schools and families by continuously **"collecting and disseminating resources, providing guidance, addressing violations of policy in a timely manner, and proactively building districts' capacity to create trusting, connected and inclusive environments."** (*Domain 3, Objective 2: ODE Capacity to Support Districts and Families*)

Seeking Support From Leadership



- Have a conversation that is straightforward and focused on supporting this marginalized community.
- Have facts to support your rationale for extra support (including the district/school policies).
- Have a well laid out plan.
- Have resources to support your plan.
- Participate in the creation or location of your policies to support your LGBTQIA2S+ community.

Coaching and Supporting Teachers and Staff

- Work with your admin to promote school wide responses which are needed to prevent pushbacks.
- Make it easy for teachers to infuse LGBTQ+ curriculum into their existing curriculum.
- Give PDs
- Connect with substitute teachers.