Developing a Gender Inclusion Policy
MASA Presentation

School District 622 - North St Paul-Maplewood-Oakdale

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Strategic Plan
Adopted December 2016
ISD#622-LGBTQ Staff Affinity Group: Concerns/Requests

I. Safety of LGBTQ-identified students and staff

I. Clear definition of roles: Administration, GSA advisers or LGBTQ staff

I. Curriculum (ex. Welcoming Schools, Health & PE)

I. Media Centers

II. Need for Professional Development

I. Need for a Formal Gender Inclusion Policy
What Does The Data Tell Us?

2017 National School Climate Survey

83.7% of transgender youth reported being intimidated and bullied in school

75.4% reported avoiding school functions and extracurricular activities because they felt unsafe or uncomfortable

60.4% of the LGBTQ students who did report an incident, said that school staff did nothing in response, or told the student to ignore it.

GLSEN. (2017). The 2017 National School Climate Survey (pp. 1–196). New York, NY.
What Does The Data Tell Us?

2019 Minnesota Student Survey

Nearly one in four of all 11th-grade students have seriously considered suicide

Nearly one in ten report that they have attempted it

LGBTQ students are three times as likely as their cisgender peers to have seriously considered suicide and four times as likely to have attempted suicide

Even worse, 42% of transgender 11th graders in Minnesota have attempted suicide
Review of Available Resources

MSBA Draft Gender Inclusion Policy 2018

MDE Transgender Toolkit

GLSEN Policy Resources
Review of Policies from Other Districts

Saint Paul Gender Inclusion Policy March 2015
Minneapolis Preferred Name Policy April 2018
Saint Louis Park Gender Inclusion Policy June 2018
Richfield Gender Inclusion Policy August 2018
Our Version

ISD #622 Gender Inclusion Policy
Three Formal Readings

Our Story
Community Feedback
Video Clips From Public Board Meetings

Video Clip #1
Video Clips From Public Board Meetings

Video Clip #2
Video Clips From Public Board Meetings

Video Clip #3
Video Clips From Public Board Meetings

Video Clip #4
Video Clips From Public Board Meetings

Video Clip #5
Video Clips From Public Board Meetings

Video Clip #6
Video Clips From Public Board Meetings

Video Clip #7
ISD #622 Additional Commitments

1) Common language/definitions
2) Strengthening Welcoming Schools implementation at all Elementary sites
3) Ongoing LGBTQ professional development for ALL district employees
4) Curriculum review process with an intentional review of gender and heteronormative bias
5) Review of current media center organization and access for students to LGBTQ resources
6) Support networks for LGBTQ students, staff, and families (GSA’s, LGBTQ Staff Affinity Group, LGBTQ Family Affinity Group)
Table Top Discussion
Group Share
Closing Comments

Questions?