WHAT YOU NEED TO KNOW ABOUT
GENDER INCLUSION

SPPS GENDER INCLUSION POLICY

1 **RESPECT**
every student's gender identity and expression by honoring their right to be identified and addressed by their preferred name and pronoun.

2 **PROHIBIT**
within academic programming, the separation of students based upon gender unless it serves as a compelling pedagogical tool.

3 **PERMIT**
all students to participate in co-curricular and extracurricular activities in a manner consistent with their gender identity.

4 **PROVIDE**
all students access to facilities that best align with their gender identity.

1 IN 6
SPPS students identify as lesbian, gay, bisexual, or questioning (LGBQ)*

3.5%
of SPPS students identify as transgender*

1 IN 4
SPPS students believe their peers would describe them as equally feminine and masculine*

*MN Student Survey 2016

Policy adopted March 2015 | Policy and forms available at spps.org/genderinclusion

WHAT YOU CAN DO NOW

Ask Students for Name and Pronouns

she, her, hers
he, him, his
they, them, their

Refer students to the Name/Gender Change Request Form.

Make Spaces Gender-Inclusive

Avoid binary speech such as "boys and girls" and "you guys."

Highlight lesbian, gay, bisexual, transgender, and queer people in curriculum.

Professional Development

• LGBTQ+ Essentials
• Gender Inclusion in K-12
• Safe Space Training
• LGBTQ+ Family Education Conference

Register on PDExpress