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

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

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

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

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3.5% of SPPS students identify as transgender*

61 SPPS students identify as lesbian, gay, bisexual, or questioning (LGBQ)*

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