



LGBTQ+

Students

Pronouns and More

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Diversity Training

Wichita Public Schools

- Terminology and national stats
- LGBTQ+ name related terminology
- Wichita Public Schools LGBTQ+ stats
- Impact from lack of support – LGBTQ+ stats
- Wichita Public Schools related policies
- You make the difference!
- New stuff/Closing suggestions



Terminology

GENDER IDENTITY: A person's deeply held knowledge of their own gender, which can include being a man, woman, nonbinary, or another gender. One's gender identity may or may not align with society's expectations of the sex an individual is assigned at birth.

GENDER EXPRESSION: Expression of gender, whether through hair styles, makeup, or personal fashion. Changes over the course of a person's lifetime.

GENDER NONCONFORMING (GNC): A term used to describe people whose gender expression differs from social expectations, such as "feminine boys," "masculine girls," and people who are perceived as androgynous in some way.

The logo for GLSEN, featuring the letters "GLSEN" in a bold, sans-serif font. The "E" is highlighted in yellow, while the other letters are in a dark grey or black color. A registered trademark symbol (®) is located to the upper right of the "N".

GLSEN®

Terminology

TRANSGENDER (TRANS): An adjective describing a person whose gender identity differs from the sex they were assigned at birth. A trans woman is a woman whose sex was assigned male when she was born. A trans man is a man whose sex was assigned female when he was born. Some transgender people are not male or female and use terms like “nonbinary” to describe their gender identity.

NONBINARY: A term used to refer to people whose gender identity is not exclusively male or female, including those who identify with a different gender, a combination of genders, or no gender.

CISGENDER (CIS): An adjective describing a person whose gender identity corresponds with the sex they were assigned at birth. For example, a cisgender woman was assigned female at birth and identifies as a woman.

The logo for GLSEN, featuring the letters "GLSEN" in a bold, sans-serif font. The "G", "L", "S", and "N" are in a dark grey color, while the "E" is in a bright yellow color. A registered trademark symbol (®) is located to the upper right of the "N".

Name Related Terminology

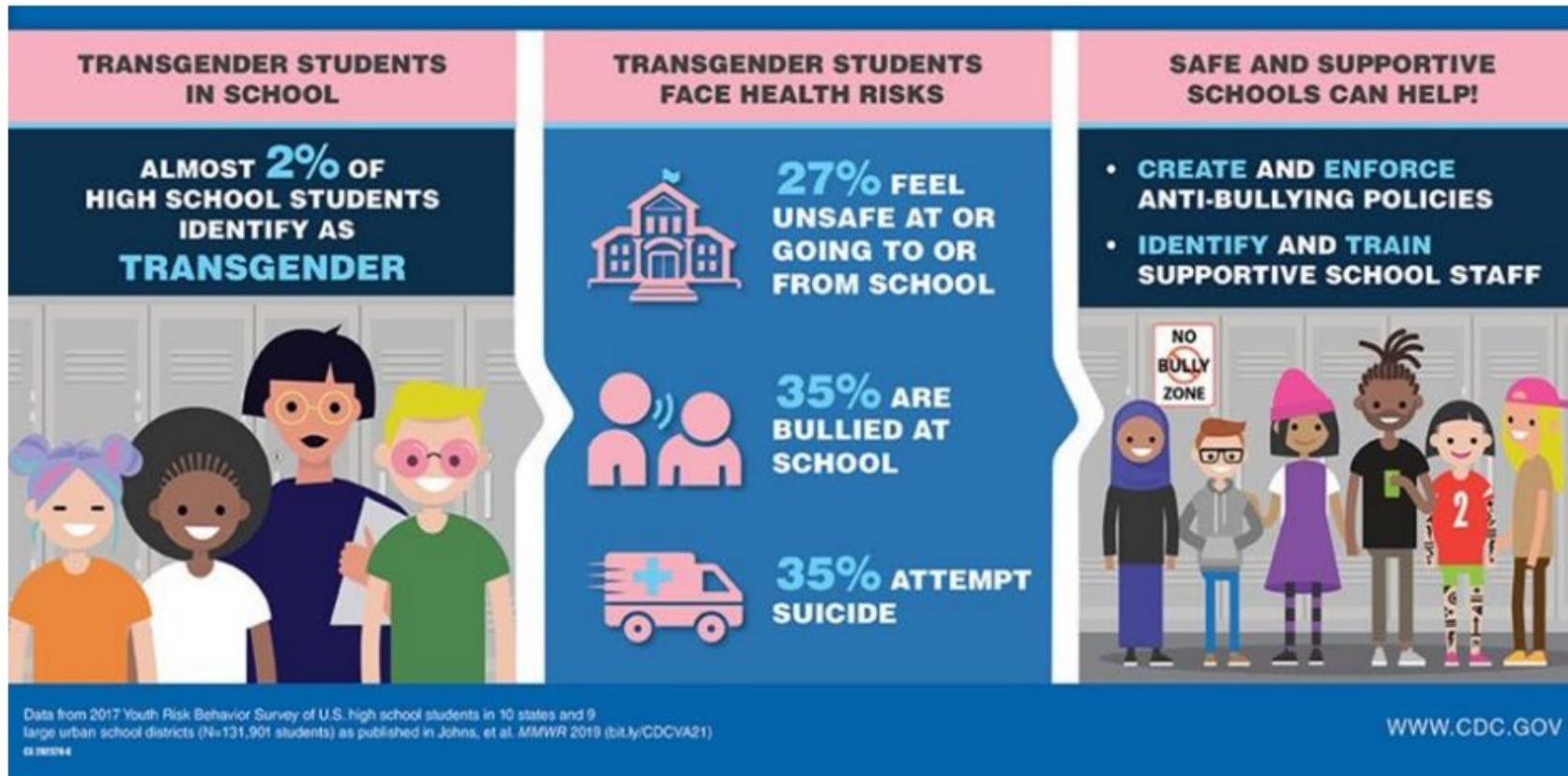
Legal Name: The name that identifies a person for legal, administrative, and other official purposes. The name on the birth certificate but may change by means of legal name change.

Dead Name: The birth name of someone who has changed their name. A term used by someone in the LGBTQ+ community who is transgender and has elected to go by their preferred/chosen name instead of their given name.

Preferred/Chosen Name: The name that someone prefers to be identified by if they have not legally changed their name.



Transgender Youth Need Safe and Supportive Schools



GLSEN'S NATIONAL SCHOOL CLIMATE SURVEY
— SAYS —

SCHOOLS ARE HOSTILE PLACES FOR LGBTQ+ STUDENTS



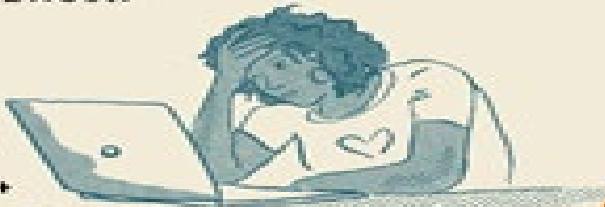
HOMOPHOBIC + NEGATIVE REMARKS ABOUT GENDER EXPRESSION FROM TEACHERS + STAFF INCREASED FROM 2019 TO 2021



52% OF LGBTQ+ STUDENTS WHO CONSIDERED DROPPING OUT REPORTED HOSTILE SCHOOL CLIMATE AS THEIR REASON



72% OF LGBTQ+ STUDENTS REPORTED NO LGBTQ+ TOPICS IN ANY CLASSES



GLSEN

Harassment or bullying based on gender identity

- **83%** of transgender secondary school students, including trans nonbinary students, and **69%** of all other nonbinary students

Discrimination at school

- **77%** of transgender secondary school students, including trans nonbinary students, and **69%** of all other nonbinary students

Experiences with **Victimization** in K-12 Schools

Compared with peers who could not use their chosen name in any context, transgender youth who could use their chosen name at school, home, work and with friends experienced:

- 71% fewer symptoms of severe depression
- 34% decrease in reported thoughts of suicide
- 65% decrease in suicidal attempts



LGBTQ+ Stats (WPS)

- 75.3% are harassed due to how they express gender
- 18.5% of staff intervene when hearing negative comments on gender expression
- WPS has an estimated 340+ staff that identify as LGBTQ
- WPS has 100+ staff that identify as transgender
- WPS has 350+ students that identify as transgender
- 80% of LGTBQ+ students reported being harassed for who they are
- 60% of LGBTQ+ students don't feel safe or supported by staff
- 28% stop going to school (640+WPS students) and they are 5 times more likely to skip school



LGBTQ+ Stats

(Impact due to lack of support)

- If family doesn't support them, LGBTQ+ students are **8 to 10 times more likely to die by suicide** than other teens
- **50%** of LGBTQ+ students report being **rejected by parents** which led to **26% being homeless**
- **40%** of LGBTQ+ students **have suicide plans**
- **30 to 40%** of LGBTQ+ students **have attempted suicide**
- **50%** of **transgender** students **have attempted suicide**. **41%** of that **50%** died by suicide.
- Due to treatment by staff and students, LGBTQ+ students are **2 to 3 times more likely to attempt suicide than other teens** (that's 9 to 13 WPS students)





**You make
the difference!**

Wichita Public Schools: Statement of Non-Discrimination

The Wichita Public Schools is committed to ensuring an environment that is free of discrimination, and to fostering a climate in which all employees and students may participate, contribute and grow to their fullest potential.

Harassment and disparate treatment will not be permitted or condoned in Wichita Public Schools.

The Wichita Public Schools does not discriminate on the basis of race, color, national origin, religion, sex, gender identity, sexual orientation, disability, age, veteran status or other legally protected classifications in its programs and activities.

All Wichita Public Schools employees have the responsibility to support this statement.



**You make
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P0900 INTEGRATION AND DIVERSITY

BOARD POLICY:

The population of the Wichita Public Schools is comprised of individuals from diverse backgrounds and life experiences. This diversity defines each of us individually and collectively. The diversity in the Wichita Public Schools includes but is not limited to race, ethnicity, culture, age, gender, sexual orientation, language, socioeconomic status, religion, disability, or skill level. The Wichita Public Schools honors and provides the broad-based diversity of the District through practices that embrace differences, and provides all students high-quality and equitable opportunities.

The Wichita Public Schools shall ensure that there is no discrimination based on but not limited to race, ethnicity, culture, age, gender, sexual orientation, language, socioeconomic status, religion, disability, or skill level in the placement, instruction, and guidance of students; the employment, assignment, training, or promotion of personnel; the provision and maintenance of physical supplies and equipment; the development and implementation of the curriculum, including the activities program; and in all matters relating to the instruction, supervision, administration, and Board policy making.

“The District owes every student a duty to protect that student’s gender identity.”

Staff need to respect, as much as possible, a student’s wishes in this area.

There may be value in encouraging students to communicate with their parents about their gender identity, where they can do so safely and without fear of repercussions.”



**From USD
259 Legal**



“At the end of the day, parents of a minor student are going to have a right to access any information about a student that can be found in any record directly related to the student that is maintained by USD 259. There are some exceptions to that.”



**From USD
259 Legal**

Closing..

- No outing students!
- Parental rights rule (because the student is a minor) unless the parents' actions places the student in danger.
- Encourage parent to have candid conversation with child/student.
- We will support whatever decision that comes from parent/student chat including accommodations.
- Utilize Child Study Team member or other resources (i.e. – GLSEN) to assist the student (and possibly the family).
- Support and educate students without judging.
- You can make a difference in the lives of our LGBTQ+ students.

RADICAL HOSPITALITY!



Question and Answer

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THANK YOU!



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