

From: [REDACTED]
Sent: Monday, September 20, 2021 7:06 AM CDT
To: [REDACTED]
CC: [REDACTED]

Subject: Re: Equity Thoughts

Thank you for this! At a school I previously worked at, there were a couple of teachers who "refused" to address a student by the requested pronoun and that really bothered me. The student would try to correct the teacher and eventually "gave up". This was just really upsetting to me.

On Mon, Sep 20, 2021 at 7:00 AM [REDACTED] wrote:

Hey team, our first equity meeting got me and some others thinking and more aware of the gaps we currently have. So far this school year I have had staff members come up to me on five separate occasions seeking advice and answers to questions relating to gender expansive students. We have students asking questions about which bathrooms they are allowed to use, expressing pronouns different than what a teacher assumes, and several other situations where staff wasn't sure how to react/handle the situation due to a lack of exposure and resources. Several of these situations are ongoing and staff members are still in need of support. Additionally it seems safe to assume there are other teachers with similar gaps needing resources as well. I was thinking we could work to collect sources and make some sort of easily accessible and digestible resources/references for teachers and/or create a presentation to share at a staff meeting. I do not want to just send a bunch of links with a ton to read as I know everyone is very busy and may not have the time and ability to go through each link. Hopefully this would help us create a more equitable campus for gender expansive youth allowing them to feel safe and affirmed from the start rather than waiting for situations to arise and hope we handle them properly. I was thinking sources like the ones below would be a good place to start. If anyone is interested in working on this with me let me know.

https://www.txtranskids.org/tooltip?fbclid=IwAR1jN6YLvMvxvJBBF__0QdD-xHtJaS0T5QaBM045kN--BRsLbxy-z4-wIA

<https://www.hrc.org/resources/2018-gender-expansive-youth-report>

<https://www.gaad.org/sites/default/files/GLAAD-Media-Reference-Guide-Tenth-Edition.pdf>

<https://we.comingschools.org/resources/lesson-plans-gender-identity-transgender-non-binary>

https://www.tasb.org/services/ega-services/tasb-school-aw-resource/students/documents/ega_issues_related_to_transgender_students.pdf

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[REDACTED]
Sign Language Interpreter
L'Ve Oak Elementary
He / They

email [REDACTED]
8607 Anderson Mill Rd
Austin TX 78729

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--
[REDACTED]
Deaf Ed Teacher
L'Ve Oak Elementary

From: [REDACTED]

Sent: Monday, September 20, 2021 10:17 AM CDT

To: [REDACTED]

CC: [REDACTED]

Subject: Re: Equity Thoughts

Thank you, [REDACTED]! For sharing these resources and bringing them to the forefront to take action.

I'm happy to help in any way I can; I'd be happy to work with you to put resources together or help you plan a PD to present to the staff. (I'd love to NOT be the one to present, but I'm happy to help with planning and support you in getting ready to share!)

I'd also like to see some overall conversation/PD happen with the whole staff around equity, the campus vision for equity work, and what will come from the work/learn that took place last year...

On Mon, Sep 20, 2021 at 10:07 AM [REDACTED] wrote:

I am working to help with this. [REDACTED], I agree that this information should get out ASAP.

On Mon, Sep 20, 2021 at 9:13 AM [REDACTED] wrote:

Thanks so much for sharing, [REDACTED]. I've noticed this need as well.

I'd love to see our team plan a way to systematically gather and share resources like this with the staff. Anyone have thoughts? Is this something we can discuss and delegate during our monthly meeting?

For the resources [REDACTED] shared on supporting gender diverse students, I think that should go out ASAP. Would anyone like to get with Alec and I to comb through these and put something together? (Also Brian and Candy, is that cool?)

On Mon, Sep 20, 2021 at 7:00 AM [REDACTED] wrote:

Hey team, our first equity meeting got me and some others thinking and more aware of the gaps we currently have. So far this school year I have had staff members come up to me on five separate occasions seeking advice and answers to questions relating to gender expansive students. We have students asking questions about which bathrooms they are allowed to use, expressing pronouns different than what a teacher assumes, and several other situations where staff wasn't sure how to react/handle the situation due to a lack of exposure and resources. Several of these situations are ongoing and staff members are still in need of support. Additionally it seems safe to assume there are other teachers with similar gaps needing resources as well. I was thinking we could work to collect sources and make some sort of easily accessible and digestible resources/references for teachers and/or create a presentation to share at a staff meeting. I do not want to just send a bunch of links with a ton to read as I know everyone is very busy and may not have the time and ability to go through each link. Hopefully this would help us create a more equitable campus for gender expansive youth allowing them to feel safe and affirmed from the start rather than waiting for situations to arise and hope we handle them properly. I was thinking resources like the ones below would be a good place to start. If anyone is interested in working on this with me let me know.

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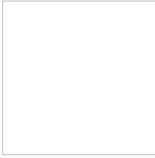
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[REDACTED]
Deaf Ed Teacher
L'Ve Oak Elementary

From: [REDACTED]
Sent: Monday, September 20, 2021 9:13 AM CDT
To: [REDACTED]
CC: [REDACTED]

Subject: Re: Equity Thoughts

Thanks so much for sharing, [REDACTED]. I've not considered this need as we .

I'd love to see our team plan a way to systematically gather and share resources like this with the staff. Anyone have thoughts? Is this something we can discuss and delegate during our monthly meeting?

For the resources [REDACTED] shared on supporting gender diverse students, I think that should go out ASAP. Would anyone like to get with [REDACTED] and I to comb through these and put something together? (Also [REDACTED] and [REDACTED], is that cool?)

On Mon, Sep 20, 2021 at 7:00 AM [REDACTED] wrote:

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From: [REDACTED]
Sent: Monday, September 20, 2021 9:35 AM CDT
To: [REDACTED]
CC: [REDACTED]

Subject: Re: Equity Thoughts

Yes! I let Alec know I would love to help out! I will be out Thursday and Friday but can meet any time after school!!

Thank you,

[REDACTED]
1st Grade Teacher
Live Oak Elementary, Round Rock ISD
[REDACTED]

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On Mon, Sep 20, 2021 at 9:13 AM [REDACTED] wrote:

Thanks so much for sharing, Alec. I've not cited this need as we .

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