STATE BOARD OF EDUCATION PRESENTATION

STATEMENT AND GUIDANCE ON SAFE AND SUPPORTIVE LEARNING ENVIRONMENTS FOR LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUESTIONING (LGBTQ) STUDENTS

MARCH 8, 2016
ELEVEN THOUSAND STUDENTS
MICHIGAN HIGH SCHOOL STUDENT DEMOGRAPHICS

Michigan Public High School Students by Race/Ethnicity

- White (72%)
- Black/AA (16%)
- Hispanic/Latin@ (6%)
- Asian (3%)
- Native American, Alaskan, Hawaiian, PI (1%)
- Other (2%)

Michigan Public High School Students by Sexual Orientation*

*Transgender and Questioning Students not included

- LGB Identified (9%)
- Non-LGB Identified (91%)

2015 Michigan Youth Risk Behavior Survey
Percent of Heterosexual and Lesbian, Gay, or Bisexual (LGB) Students Who Reported Certain Behaviors or Experiences in the Last Year

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Heterosexual</th>
<th>LGB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Threatened or injured with a weapon on school property</td>
<td>5.9</td>
<td>13.3</td>
</tr>
<tr>
<td>Didn't go to school because they felt unsafe</td>
<td>5.1</td>
<td>11.7</td>
</tr>
<tr>
<td>Grades consisted mostly of Cs, Ds, and Fs</td>
<td>27.5</td>
<td>46.5</td>
</tr>
<tr>
<td>Attempted suicide</td>
<td>6.5</td>
<td>29.4</td>
</tr>
</tbody>
</table>

2015 Michigan Youth Risk Behavior Survey
Maslow's Hierarchy of School Needs

- **Physiological**
  - Basic Needs Are Met
    - (eats breakfast, has clean clothing, safe place to go home, able to sleep)

- **Safety**
  - Emotional and Physical Safety
    - (clear school/class routines, access to counselors/nurse, ok to take risks)

- **Belonging**
  - Forming Relationships
    - (advisory, adult role models, friendship groups, peer relationships)

- **Esteem**
  - Positive Classroom Culture Present
    - (positive feedback, time for reflection, encouragement to take risks)

- **Self-Actualization**
  - Student Is Available to Learn

**BEDROCK OF STUDENT SUCCESS**
SOLID FOUNDATION FOR LGBTQ GUIDANCE

Universal Education

Michigan Passes Anti-Bullying Law

The long-debated 'Matt's Safe School Law' was signed into law by Gov. Rick Snyder on Dec. 6, 2011, making Michigan the 48th state to have an anti-bullying law.
MDE SAFE SCHOOLS FOR SEXUAL MINORITY YOUTH INITIATIVE

- State-Level Workgroup
- Resource Guide
- Regional Workshops
  - A Silent Crisis: Creating Safe Schools for Sexual Minority Youth
  - Planning for Action: Next Steps in Creating Safe Schools for Sexual Minority Youth
- Technical Assistance
Matt Epling Safe School Law
• Requires schools to have an anti-bullying policy
• No enumeration
• No required training

Elliot-Larsen Civil Rights Act
• Does not currently include sexual orientation, gender identity, or gender expression
• Does include religion, race, color, national origin, age, sex, height, weight, or marital status
• Individuals who identify as LGBT are not protected from discrimination in employment, public accommodation, or housing
OCR enforces Title IX, which has been interpreted to bar discrimination on the basis of gender identity and expression.

“Title IX's sex discrimination prohibition extends to claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity and OCR accepts such complaints for investigation.... the actual or perceived sexual orientation or gender identity of the parties does not change a school's obligations.”
STATE BOARD OF EDUCATION STATEMENT ON
Safe and Supportive Learning Environments for Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Students

The State Board of Education (SBE) is committed to promoting a safe, safe, and supportive learning environment for all students and ensuring that every student has equal access to educational programs and activities. To that end, the school board has adopted a comprehensive plan to create a safer and more welcoming environment for LGBTQ students. This plan includes the following components:

1. Review existing statements and policies
2. Discussions with legal partners
3. Discussions with major policy and law firms
4. Research record keeping, name changes

The SBE encourages schools to develop and implement policies and procedures that promote a safe and supportive learning environment for all students, including those who identify as LGBTQ. Schools are encouraged to provide training and support for teachers and staff on how to create an inclusive and welcoming environment.

Research indicates that LGBTQ students, particularly those in Michigan, are targeted with physical violence and experience a hostile school environment more frequently than their non-LGBTQ peers. Discussion of these impacts is essential in creating a safe and supportive learning environment for all students.
POLICY AND GUIDANCE DOCUMENTS ACROSS THE COUNTRY

Guidance to School Districts for Creating a Safe and Supportive School Environment For Transgender and Gender Nonconforming Students JULY 2015

Schools In Transition A Guide for Supporting Transgender Students in K-12 Schools

Massachusetts Department of Elementary and Secondary Education

Guidance for Massachusetts Public Schools Creating a Safe and Supportive School Environment Non-discrimination on the basis of gender identity
STAKEHOLDER INPUT

- Michigan Association of School Administrators (MASA)
- Michigan Association of School Boards (MASB)
- Michigan Association of Secondary School Principals (MASSP)
- Michigan Elementary and Middle School Principals Association (MEMSPA)
- Michigan Education Association (MEA)
- Michigan Association of School Psychologists (MASP)
- Michigan Association of School Social Workers (MASSW)
- Michigan School Counselor Association (MSCA)
- Michigan Association of School Nurses (MASN)
- Society of Health and Physical Educators (SHAPE-Michigan)
- Michigan High School Athletic Association (MHSAA)
- School administrators and educators
- Pediatricians
- Clinical psychologists
- Higher education
- Special education
- Early childhood
- Pupil accounting
- Parents
- Students
- Community organizations
- Legal counsel supporting school districts
SAFE AND SUPPORTIVE LEARNING ENVIRONMENTS FOR LGBTQ STUDENTS:
OVERALL RECOMMENDATIONS (PAGES 3-4)

1. Adopt and implement enumerated and inclusive policies
2. Provide professional development opportunities
3. Support formation of Gay-Straight Alliances
4. Provide family engagement and support
5. Encourage respect across the curriculum
6. Provide information in school libraries
7. Collect and review data
8. Designate building-level staff
GUIDANCE TO SUPPORT TRANSGENDER AND GENDER NONCONFORMING STUDENTS (PAGES 5-6)

1. Names and pronouns
2. Student records
3. Privacy
4. Restrooms
5. Locker rooms
6. Physical education
7. Interscholastic sports
8. Dress code
9. Gender-based activities
Seven-year-old transgender student in second grade at Cornerstone Elementary School in Dexter Community Schools.

Photo included with permission from Tchoryk family.