

# Creating Safe & Protective Environments

**Presented By:**

Maria Schembri  
(she/her)



# About Me



**Maria Schembri**  
**(she/her)**  
**mschembri@sandi.net**





# Terms of Engagement

## WHAT YOU'LL NEED

**A Reflection Journal**  
a place to reflect & respond

**An Open Mind**  
a place to reflect & respond

**A Brave Soul**  
willingness to confront yourSELF

**Curiosity**  
we invite you to ask questions!

## HOW WE ROLL

Listen deeply

Take space, make space

Challenge yourself - Embrace discomfort

Expect and accept non-closure

Respect confidentiality—take the stories, leave the names

Take care of yourself

Share for yourself, speak on behalf of yourself

Do you have any additions,  
questions, or comments?

Throw 'em in the chat





# Presentation Objectives

- ✦ **Emphasize the Importance of Safe Environments**
- ✦ **Expand Knowledge of Safe Environments in Schools**
- ✦ **Explore Ways to Engage with Community Partners and Advocate for Safe Environments**



# Why Safe & Protective Environments Matter

GLSEN School Climate Survey

Trevor Project Survey

California Healthy Kids Survey

**HELP  
SAVE  
LIVES**

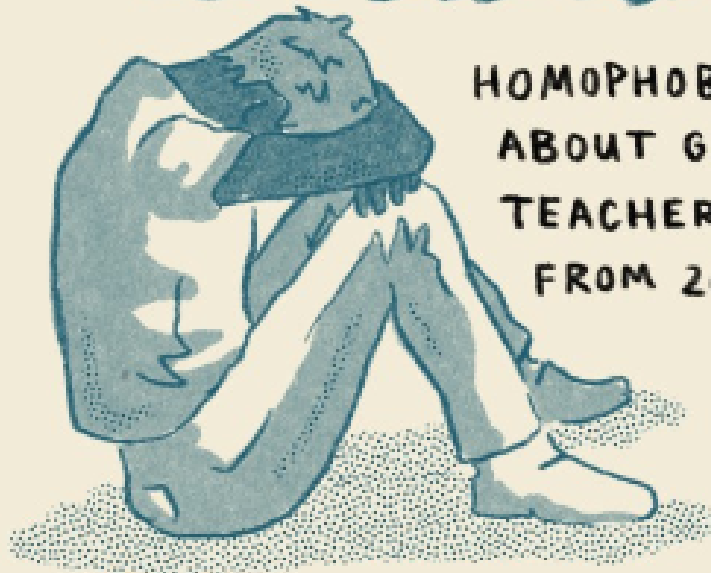


# GLSEN School Climate Survey



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**



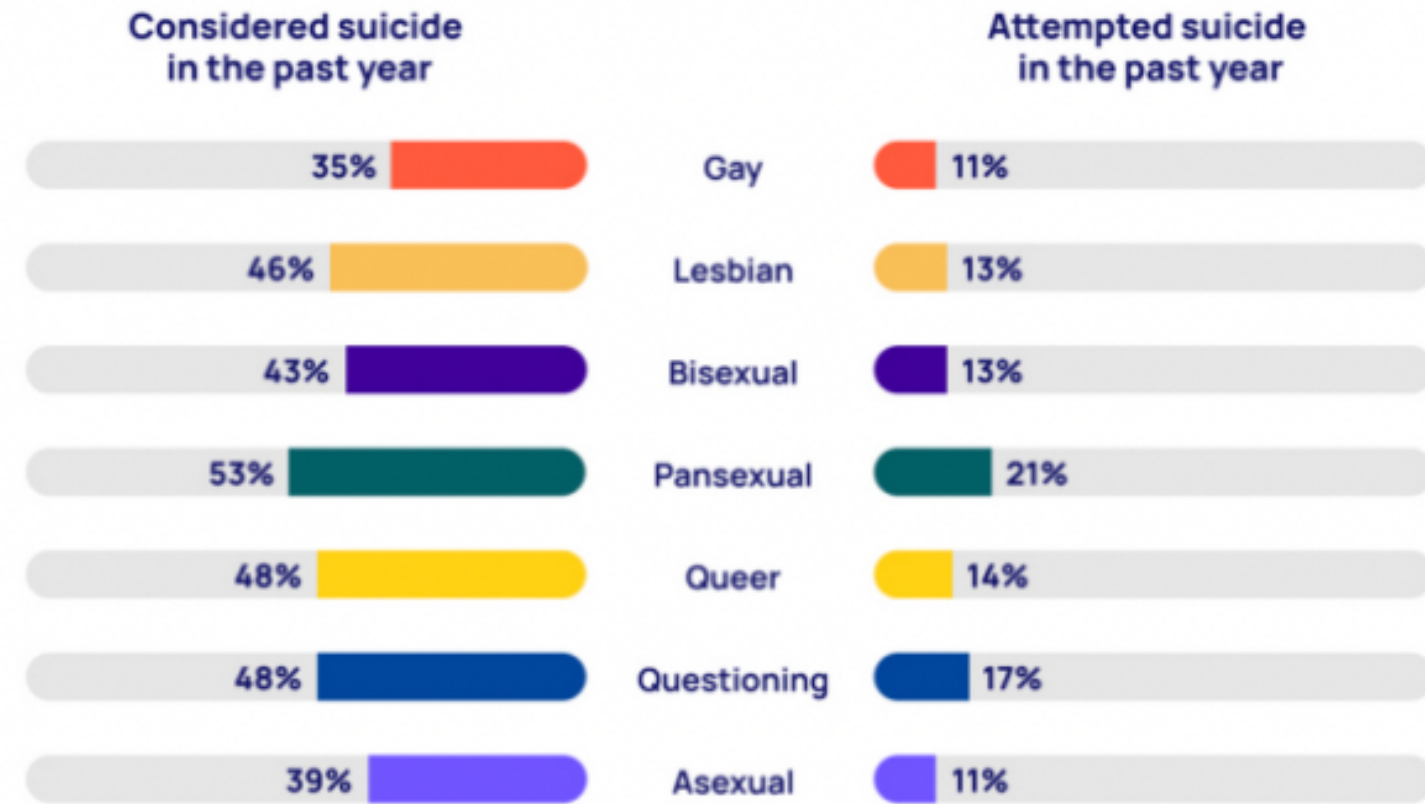


# TREVOR PROJECT

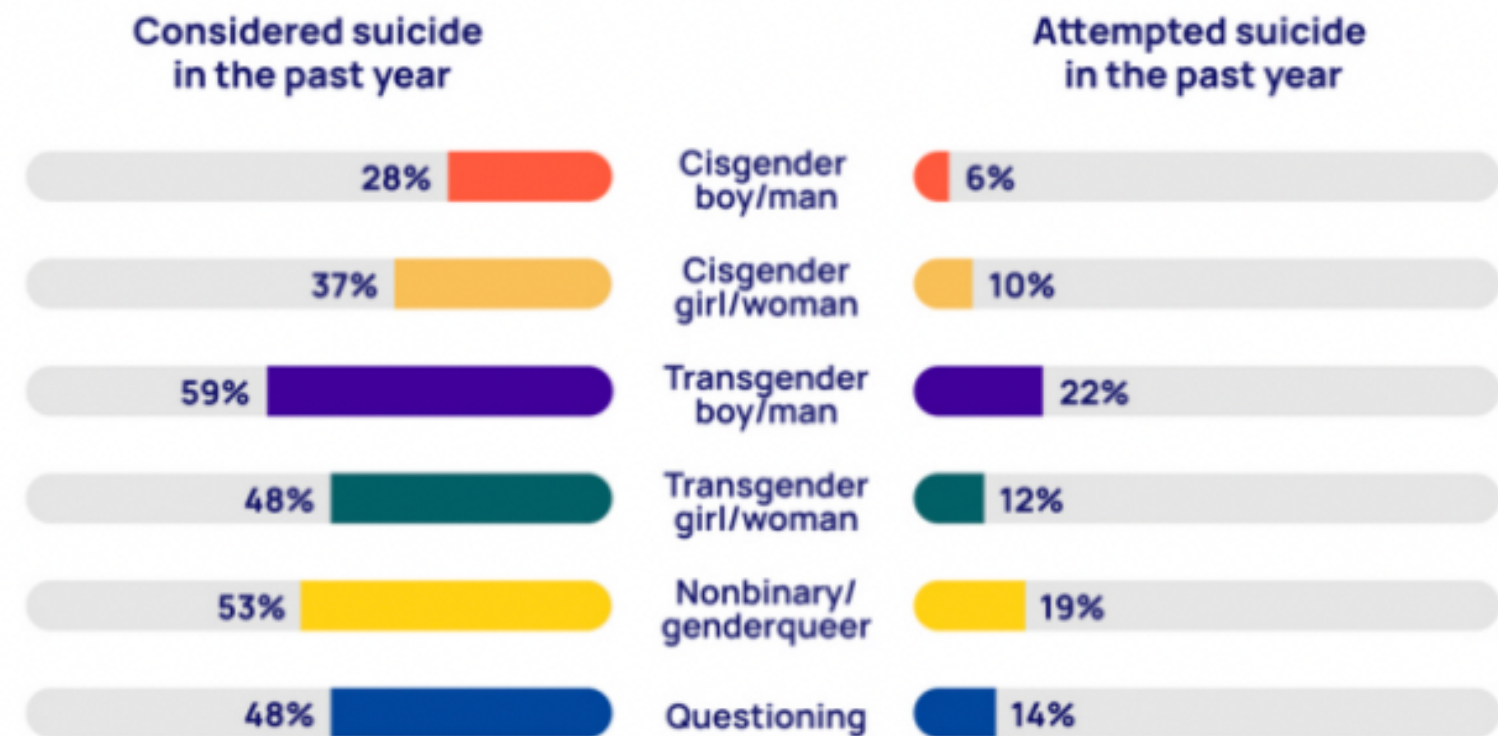
## SURVEY: LGBTQ+ Youth Mental Health



### Rates of considered and attempted suicide among LGBTQ youth by sexual orientation



### Rates of considered and attempted suicide among LGBTQ youth by gender identity







**SDUSD**

**CA  
Healthy  
Kids  
Survey**



**SDUSD California Healthy Kids Survey Results 2020-21**

Indicators	Gender Groups	7th	9th	11th
Experienced Chronic sadness/Hopelessness	All	32	38	44
	Male	20	25	29
	Female	40	49	55
	Nonbinary	78	78	81
	Something Else	59	57	48
Social Emotional Distress	All	25	30	32
	Male	13	17	19
	Female	33	40	43
	Nonbinary	64	71	66
	Something Else	59	57	48
Considered Suicide	All	13	15	16
	Male	7	9	9
	Female	16	18	20
	Nonbinary	51	52	54
	Something Else	45	40	34
Self-Efficacy	All	73	72	73
	Male	79	78	78
	Female	69	68	71
	Nonbinary	46	48	53
	Something Else	47	46	45



# Policy Example: SDUSD



## RESOLUTION IN THE MATTER OF LGBTQIA+ SOCIAL, EMOTIONAL, AND PHYSICAL SAFETY

### Implementation Plan



BOARD OF EDUCATION  
SAN DIEGO UNIFIED SCHOOL DISTRICT  
SAN DIEGO, CALIFORNIA

In the Matter of Support for LGBTQIA+ Social, Emotional, and Physical Safety... **RESOLUTION**

**WHEREAS**, the San Diego Unified School District takes seriously the safety of all students, especially our most vulnerable students, which include Lesbian, Gay, Bisexual, Transgender, Queer, Nonbinary and other non-gender conforming individuals; and

**WHEREAS**, bullying, intimidation, hate-speech and other forms of harassment are not tolerated in San Diego Unified; and

**WHEREAS**, we seek to become better as a system, one focused on rooting out systemic inequities and ensuring a safe and welcoming environment for all students; and

**WHEREAS**, this commitment is consistent with board action over the past decade through establishment of the Safe Schools Advisory Group; adoption of the Bullying, Harassment, and Intimidation Prohibition Policy; support for Assembly Bill 9 (Sel's Law); establishment of a Program Manager position dedicated to LGBTQIA+ Advocacy and Education; support for Assembly Bill 493, Teachers: Lesbian, Gay, Bisexual, Transgender, Queer And Questioning Pupil Resources and Training; support for No Name Calling Week; partnership with the Gay, Lesbian, Straight Education Network (GLSEN); continued partnership with the San Diego LGBTQ Community Center to provide support services to students and faculty on district campuses; dedicating resources to LGBTQIA+ students through the Local Control and Accountability Plan (LCAP); and raising the Pride Flag at the Education Center; and

**WHEREAS**, district leadership has worked to address all forms of bullying, harassment or intimidation, the most prominent results of these efforts have been the establishment of Gender and Sexualities Alliances (GSA) at 67 schools; and the establishment of gender-neutral restrooms and safe spaces at elementary, middle and high schools; and

**WHEREAS**, the San Diego Unified Board of Education annually adopts Resolutions in support of Harvey Milk Day (May), LGBTQIA+ Pride Month (June) and LGBTQIA+ History Month (October); and

**WHEREAS**, despite the best efforts of San Diego Unified, there remains the potential that LGBTQIA+ students may continue to face persecution and ridicule or feel unsafe at school simply for being who they are.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education calls upon the Superintendent to ensure that all schools that wish to have Gender and Sexualities Alliances (GSA) and/or Rainbow groups are allowed to do so, and that those schools that already have GSAs support their student leaders; that all schools have gender-affirming safe spaces and that those spaces are made known to students and staff; that homophobia and transphobia are not tolerated on any San Diego Unified campus; that appropriate training on gender identity and sexuality be incorporated into required trainings for district staff, as required by Title IX; that all educators abide by and respect student requests for changes to their names and pronouns; that "advocacy" and "bullying prevention/intervention measures and programming" are understood by all staff, as proactive and foundational to positive and affirming school climate for all students including [but not limited to]



CURRICULUM



BULLYING PREVENTION



GSA & RAINBOW CLUBS



GENDER AFFIRMING RESTROOMS & LOCKER ROOMS



TRAINING & PROFESSIONAL LEARNING



# Policy Example: Name/Gender Changes

SITE OPERATIONS CIRCULAR NO. 1013  
Office of Youth Advocacy

SAN DIEGO UNIFIED SCHOOL DISTRICT

**Date:** October 3, 2022  
**To:** All School Principals, All Counselors, Registrars, and Enrollment Clerks  
**Subject:** CURRENT STUDENT INFORMATION NAME AND GENDER CHANGE REQUEST FOR TRANSGENDER, NONBINARY, AND GENDER NONCONFORMING STUDENTS

**Department and/or Persons Concerned:** All Staff

**Reference:** [Assembly Bill 1266](#), [Assembly Bill 711](#), [Administrative Procedure 0114](#), [Administrative Regulation 5145.3](#).

**Action Requested:** Review Form: Current Student Information Change Request for Transgender, Nonbinary, and Gender Nonconforming Students

**Brief Explanation:**

Assembly Bill 1266 (AB 1266) and District Administrative Procedure 0114 provide that students have the right to be addressed by a name and the pronouns corresponding to their gender identity as expressed by the student and asserted at school. Please note AB 1266 does not have an age restriction.

The Department of Youth Advocacy and Integrated Technology Support Services have developed a process to make changes in the Student Information System in accordance with the legislation. This circular does not anticipate every situation that might occur; rather, it offers approaches to a specific instance when the protection or safety of transgender, nonbinary, and gender nonconforming students may be compromised. Questions regarding the application of this process should be directed to [youthadvocacy@sandi.net](mailto:youthadvocacy@sandi.net).

**When a (non-legal) name or gender change request is made** to implement measures that accommodate the student's asserted gender identity, it is required that school staff provide the SDUSD Name/Gender Change Form to the student: <https://bit.ly/SDUSDchangeform>. It is highly recommended that their school counselor work collaboratively with the student to determine which option is best for the student and assist in completing the form. A gender support plan meeting is strongly recommended in order to discuss and document how staff will support the requested changes. Please contact [youthadvocacy@sandi.net](mailto:youthadvocacy@sandi.net) for necessary guidance and support.

**Steps in the meeting process (conference) between staff member(s) and student:**

1. Allow for the student to describe their needs for site support (i.e. affirmation of name and pronouns in the classroom and/or student requests access to facilities, P.E., sports teams).



**WWW.YOUTHADVOCACY.US**  
THOUSANDS OF VOICES. A SINGLE DREAM. UNIFIED.

## SDUSD Name/Gender Change Form

We have two options for a student name/gender change:

Option 1 = Names are changed on teacher rosters in PowerSchool ONLY! This is done by the school site on the Demographics page.

Option 2 = Name/Gender changes are completed by the District's PowerSchool group. Changes indicating an authentic name or gender are reflected on the Demographics page of PowerSchool. PowerSchool then syncs with Active Directory, and changes will appear in Google Classroom, Clever, Zoom...



# Gender Support Plan Example

- Recommended for all transgender students
- Confidential
- Student identifies safe teacher/staff members
- Restroom/locker room preference

**san diego county office of EDUCATION**  
FUTURE WITHOUT BOUNDARIES™

## GENDER SUPPORT PLAN

**CONFIDENTIAL**

All students have a right to privacy. This includes the right to keep private their transgender status or gender nonconforming presentation at school. Students have the right to openly discuss and express their gender-related identity and expression at school and school activities, and to decide when, with whom, and how to share private information.

**School staff shall not disclose information that may reveal a student's transgender status or gender nonconforming presentation to others.** Therefore, given the sensitive nature of the information, when speaking with parents, guardians, other staff members, or third parties, school staff should not disclose a student's preferred name, pronoun(s), or other confidential information pertaining to the student's transgender or gender nonconforming status without the student's permission, unless authorized to do so by law.

School  Today's date

Student's LEGAL name  Student's legal sex

Student's preferred name  Student's gender identity

Student's pronouns

Has there been a name/gender change in the student information system?  YES  NO

Is the student requesting a name/gender change in the student information system?  YES  NO

Sibling(s)/Grade(s)/School(s)?

### PARENT/GUARDIAN INVOLVEMENT

**PARENT/GUARDIAN #1** Name and contact information:

Which name and gender pronouns (of student) will be used in communication with Guardian #1?

NAME PRONOUNS

Is Guardian #1 aware of student's gender status?  YES  NO

Is Guardian #1 supportive of student's gender status?  YES  NO

**PARENT/GUARDIAN #2** Name and contact information:

Which name and gender pronouns (of student) will be used in communication with Guardian #2?

NAME PRONOUNS

Is Guardian #1 aware of student's gender status?  YES  NO

Is Guardian #1 supportive of student's gender status?  YES  NO



# Inclusive Facility Example



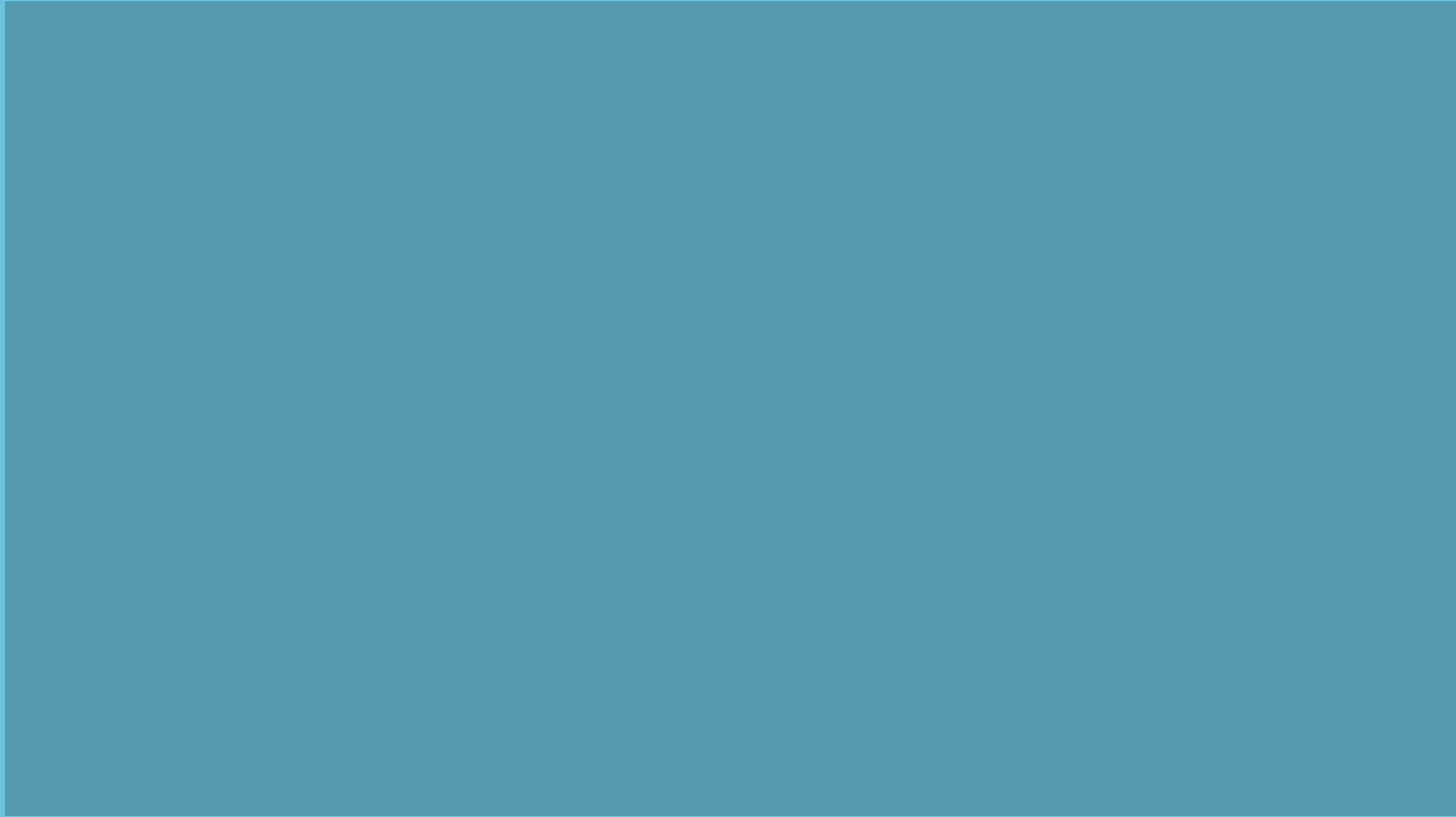


# Inclusive Curriculum

- **Building a safe and welcoming environment should never be viewed as a burden to an academic focus, but rather as an added benefit.**
- **Lessons about LGBTQIA+ people and issues can be easily tied to academic standards in many subjects.**
- **By PROACTIVELY helping students develop mutual respect and understanding for ALL, educators will find themselves spending less class time addressing behavior issues and more time teaching the required curriculum.**



# Using Pronouns



# Working With Community Partners

## Who?

- The Public Library
- GLSEN
- Local Universities
- Non-profits
- The LGBT Center of San Diego
- San Diego Pride

## What?

- Opportunities & events for students
- Resources/Groups in the community for students & families
- Policy Reform

## Why?

- Create network of support for students & families
- Create opportunities for connection & joy
- Keep us accountable
- Build programming



# Working With **Community Partners**

How?

- **Schedule meetings/calls to connect**
- **Build committees/coalitions/collectives**
- **Attend events**
- **Build relationships**
- **Support their initiatives**
- **Invite them to events**
- **Monthly Newsletter**
- **Social Media**
- **Leadership Groups and Teams**
- **Facilitate Connections between them**

# Moving Forward



## How You Can Get Involved

**Attend and Speak at Board Meetings**

**Attend and Speak at City Council Meetings**

**Join District Advisory and LCAP Committees**

**Attend PTA Meetings**

**Advocate for Inclusive Curriculum**



# Resource Page

Here are some  
resources for you.

[LGBTQIA+ Standards of Care Guide](#)

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[California Department of Ed's FAQs  
for AB 1266](#)

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[LGBTQIA+ History Month Guide](#)

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[GLSEN Website](#)

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[Pronouns Fact Sheet](#)

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[Human Rights Campaign](#)



**Thank you!**  
for participating!

