

Members Present:

Charles Davis, Monica Lakhwani, Brittany Andrews, Joshua Kumm, Diane Herrick, Tony Prince

Members Late but Present:

Terri Kendall

Charles D. started the meeting with the agenda, attached were subcommittee reports and notes from the August meeting.

Charles D. opened discussion around awareness piece at individual schools

- Which, if any, subcommittee will this entity come out of? Policy perspective? Student perspective?
- What the conversation context will be?
- At what level?
- Parameters of training?

Josh K suggested setting the parameters of training for students in Student Supports Subcommittee; parent notification should be something that Policy subcommittee to work on (along with an opt-in and opt out for parents suggested by Diane)

Tony P. asked for clarity on subcommittees and the larger committee

Charles D: from time to time if an issue arises within JCPS, the committee would make a decision if it can be resolved within the committee or if it is better flushed out at the subcommittee level. If at a subcommittee level, once a decision is made, then it is brought back to the larger committee. There may be times when decisions are referred to a JCPS office.

Autumn shared that some of the schools are already having trainings for students

Diane H.: training for students need to be addressed in the larger committee

Charles: First let's decide on training and then see what's out there and develop an e-document we can provide schools (summarized again by Josh K.)

Voting on if school training is something a committee to undertake, then referring it to Student Support subcommittee to identify what's out there and gaps, and Policy subcommittee for parent notification

All in favor: all committee members, motion passes

Subcommittee reports:

Brittany (Outreach):

- Continue recruiting for subcommittees (for Policy – all other subcommittees seem good)

- Invite rosters from subcommittees so we can keep
- All things LGBTQ website – GSA networking, resources, brochure, newsletter/blog, calendar, etc....
 - Questions for the larger committee:
 - Do we want a website?
 - Can we have a website?
 - How do we go about doing so?

Charles: the District will be adapting website functions; till then we could host it on the larger DEP site and potentially develop a wiki if possible. Catherine Collesano will attend training and will receive further information. Charles will touch base with Catherine and will share update

Josh: security concern may exist with a wiki site

In agreement for a website to be linked somewhere to a JCPS site.

Tony: Stakeholders could use parents who are not JCPS employee; has contacted PFLAG through the website; additionally, if we could have information regarding all subcommittee meetings that would assist in the event someone may want to attend more than one

Charles: Outreach subcommittee needs to email the committee members on input for information we could put up on website

Josh: resources/information links that he will email

Policy:

Josh: no 4:30pm meetings on Fridays (Gheens closes promptly)

- How would policy look and work?
 - How are safe hiring practices for LGBTQ individuals
 - LGBTQ compulsory trainings
 - Curriculum,, discipline, gender expansive expression with uniform
 - Does our internet filter allow for LGBTQ information/issues search
 - Harassment issues with youth
 - Existing policy interventions (parental involvement, sex education, sexual harassment training)

In agreement for Josh to proceed with his subcommittee

Charles: provided an example of how decisions could be made utilizing the scenario of coming up with possible sites that are blocked (Policy>Larger Committee>Charles contacts Risor's office)

Josh: How do we go about donating to GSAs? Would like information and Charles will provide with at further notice.

Stakeholders:

- Unpacked mission
- Took into consideration future meetings to occur at or after 4:30PM to include those participation from elementary schools
- Support is needed for LGBTQ administrators
 - Propose the larger committee to channel information to higher JCPS individuals to express support/acceptance explicitly
- Professional development for “homophobic” administrators
 - Mandatory PD to address this for safety and legality
- Increase involvement of parents (not JCPS employed)
 - Families/individuals gravitate and shy away from specific schools
 - Need community contacts
- True Colors film (Tim Foster)
 - Mixed reactions and comments such as “I’m sick of hearing about blacks and gays”
 - Requesting a more top-down approach

Josh: reaching out to adoption agencies

Charles: are people filing reports or complaints? Some way to get Compliance and Investigation and even Ombudsman involved would be good – empowering to use these channels

Josh: Yes it’s an avenue, but what will the retaliation look like? Josh provided an example of how information disseminates to a disadvantage.

Perhaps if we are thinking from a positive point of view, we could make a difference. Is there something HR could do to positively reinforce a message of acceptance?

Terri: Would be nice to share a positive message during administrators retreat or show True Colors at an administrators retreat

Monica: We could also incorporate it with New Teachers training during Gold Day

Josh: integrating it with sessions as Human Trafficking was done

Tony: most of the subcommittees are based on outside departments from the group of people involved...not necessarily producing something but initiate the need to push something

Charles: “Definitely valuable to bring issues to light that are even new to me”

Tony: based on the above issue, would it be appropriate to take this directly to Dr. Hargens?

Charles: first figure out what does it look like as her time is limited, then bring it back to the larger committee and then we can proceed with the best way to share with Hargens

Brittany: to add support, include the pending litigation

Josh: “united voice”

Diane's subcommittee will take forth the issues mentioned by Tony regarding PD/training

Training/C. Development:

- Diverse individuals represented
- Individuals identified available resources
- Who do we need to target? Assistant Principals, FRYSCs, Early Childhood, Classified Staff, Elementary Schools
- Looking at school media centers for resources
- Training topics

Monica: provided an overview of LGBTQ 101, 102, 103 trainings and possibly altering future trainings

Josh: shared how integrating intersectionality with LGBTQ (disability, poverty) could prove beneficial for participants who would otherwise not attend

Monica: shared that we are integrating it into New Teacher trainings from an intersectional perspective

Diane: Questions for the larger committee:

How do we connect with FRYSCs, Assistant Principals, etc....?

Josh: Can we include question/s in the Comprehensive School Survey?

Charles: Contact person Marco Munoz

Brittany: Do we have a time table for trainings?

Charles: we have opportunity to facilitate one-off trainings; we have Metro United Way space

Monica: we can collaborate with Ali Center

Charles: shared information about community members joining JCPS PD sessions

Charles: briefly touched upon and reviewed Student Supports and provided a hardcopy of the subcommittee report

Charles ended collected meeting dates/times on upcoming subcommittee meetings to send out to all committee members via email