

Members Present:

Monica Lakhwani, Jack Jacobs, Diane Herrick, Tony Prince, Brittany Andrews, Terri Kendall

Members Late but Present:

Jack shared his subcommittee is working on trying to get a complete and accurate list of JCPS GSAs.

Question for larger group: Their Student subcommittee would like information on **whether the larger committee or a particular subcommittee will work on the following: getting JCPS' name out (participants as JCPS group, booth, etc.) in Pride Parade/events (i.e. Kentuckiana Pride, Louisville Pride) around town. Who would be willing to organize this? Outreach? LGBTQ Committee as a whole?**

Committee feels that this should best be addressed in Outreach. Brittany will include this in her next subcommittee meeting. Brittany asked where the funding may come from for the table presence. Monica suggested checking with K. Wingfield for sponsors/funding first and then wondered if DEP could support this diverse cause.

Josh and Jack affirmed that participation is essential.

Question for larger group: **Comprehensive School Survey – who can we address to see if these questions can be included?**

1. Does your school have a GSA?
2. LGBTQ and school climate
3. Adult support toward LGBTQ students

Josh suggested seeing if this could also be included in the PBIS Survey because they do quarterly assessment and we could get active turnaround. Monica will ask Naomi Brahim and see if it's possible.

Brittany shared LYG's UPS grant proposal including a GSA advisor resource binder loaded with materials/resources. LYG would work collaboratively with JCPS schools to train advisors and provide resources. LYG suggested Facebook as a networking resource. LYG will know approximately after the first of the year if they will receive the grant or not.

Josh wonders if there is a way to do groupings on KIK.

Jack's group also brought up Twitter.

Other apps mentioned were Instragram, ooVoo, What's App, Instragram, Tumblr, Vine, etc.

Brittany: What would be the best for advisors to share information as well?

Josh: Google, Tumblr may be an option

Jack: We can ask students for suggestions or even have students set it up. Marketing is the key.

Brittany: Should I go ahead and make it? Who will be admin?

Consensus: Yes

Monica: We can share it with Monday Memo

Jack: We need a core group of advisors who would be willing.

Monica: Will this be just for the adults?

Josh: It would be good to have a separate group for adults and separate for students.

Brittany: One thing C. Hartman suggested was to have all GSAs attend the Fairness Rally. It would be a day off school though and it's at the capitol. This FB group would be a good way to advertise and talk about this. Once the FB group is up, will share with larger committee and GSAs.

Josh: Feb. 24th 1pm

Tony: This would be good to send out information such as this as early as possible.

This led into Tony's concern: only 1 in 4 of the traditional high schools have a GSA. What is the term "traditional" imply within JCPS? Is this significant of how our "traditional" schools are perceiving "traditional" (not accepting of diversity, inclusive of LGBTQ).

Tony: *Supporting your LGBTQ Child* flyer, can these be sent to all counseling offices?

Diane: They were given to counselors who attended the training.

Josh: In order to have 25 at each school, we need approximately 4000 copies of fliers (at all levels).

Who would we send it to: Youth Service Centers and Counselors

Brittany: Do we have an electronic copy?

Diane: Yes, but needs one update

Who can do the update: Diane

Diane will update and let larger committee know it's ready to go out

Who would sent it: Charles to send an email out for FRYSC and Counselor leads to disperse electronically to FRYSCs and Counselors

Diane: We need to send out paper copies. She will check to see how many we have. If we have enough copies, we need to send out to schools. Input from Charles on how to send this out.

Tony: Update on Discrimination and Harassment Flyer needed. Flyer originated from Compliance and Investigation.

Consensus: we all recommend that this needs to occur.

Monica will follow up on this.

Tony: Group requesting statement of LGBTQ support from Superintendent. In prior meeting Charles requested the statement driven from Stakeholders group (See second bullet point in Stakeholders Subcommittee Minutes).

Josh: It would be a good opportunity for Dr. Hargens to be clear on JCPS' stance on being LGBTQ inclusive.

Tony: School board would probably support her statement

Consensus: Charles forward statement to John Marshall. On behalf of committee, we would like John Marshall to suggest statement of support given by Dr. Hargens

Tony: LGBTQ issues should be included in mandatory PDs, especially for administrators

Jack: Trans issues have come up and always been brushed aside and is a societal issue. If you are a parent of a trans student, you are the advocate and most knowledgeable.

Brittany: Are teachers allowed to call a student by their chosen name?

Josh: Infinite Campus is working on it. Kim M. is trying to help getting a double set of names implemented: legal name and chosen name.

Jack: Who will take this on in doing so?

Josh: I would like to hold on to that one. Josh's subcommittee will be handling this.

Tony: We have a policy but what does this policy mean? Educating educators on our non-discrimination policy

Jack: Can we ask G. Hampton to alter the 11 min video? Some do not remember what is on it, some is known information. How can we get information on this video that educators may not otherwise know of?

Josh: Policy subcommittee can look at gender-splitting activities, legal IC policies for LGBTQ, create interpretation of inclusive policy, will clarify sex vs. gender on IC

Josh will bring the above items back to the larger committee.

Josh continued with his subcommittee outcome:

- SRTs – develop a policy to create and train an LGBTQ response team for specialized interventions, but not limited to individuals on a response team
- Want to include key people within labor management and employee relations team to guide admin or cost center heads to handle issues/concerns

- Want to work with Curriculum Development – D. Herrick to get the ball rolling
- Subcommittee will submit to Compliance/Investigation (Marshall), Raiser, and Averette

Josh working with Diane to provide communication about safe space.

Tony: let's rethink about calling it "safe space" "safe zone"

Jack will ask his group about what they would like to see: "safe zone" okay empowering the students – consulting with the kids on their opinion

Diane:

- Focusing on first round of trainings on gender inclusivity
- Policy collaboration
- Question: how can we require a safe zone contact for each school?

First of all, we need to know if "safe zone" name will continue (Jacks group will handle this)

Then we need to see how we can get fliers distributed

Finally, we could speak to Catherine Collesano on how she has set up her multicultural contacts assigned.

**Note, please correct Stakeholders subcommittee meeting date: Jan. 20th