From: Zapatka Jeni - TLC on behalf of Zapatka Jeni - TLC <JENIZ@ckschools.org>
To: Beckon Jeanne - JW; Carlson Jill - TLC; Prince Erin - JW
Subject: FW: [EXTERNAL] Re: Eli from Q Youth Resources and Jeni Z
Date: Thursday, October 14, 2021 8:10:50 AM
Attachments: Welcoming Schools -- LGBTQ+ Material Across Curriculum .pdf
GLSEN Elementary School LGBTQ+ Resources.pdf
Welcoming Schools -- Love Makes a Family.pdf
GLSEN Climate Survey -- Exec Summary.pdf
Welcoming Schools -- Responding to Concerns .pdf
Ready, Set, Respect! .pdf
GLSEN Climate Survey -- Full Report .pdf
GLSEN Playgrounds and Prejudice .pdf

The Welcoming Schools curriculum he is referring, is what Beth and the PI Equity Team are using to support the building area of focus.
I am meeting with some of the QYR Board Members and bringing Amy and Martha to the party as well.

From: Eli Oldfield <eli@qyouthresources.org>
Sent: Thursday, October 14, 2021 7:49 AM
To: Clark Alexa - TLC <AlexaC@ckschools.org>
Cc: Kayla Potts <kayjpotts@gmail.com>; White Amy - TLC <AmyW@ckschools.org>; Little Martha - TLC <MarthaL@ckschools.org>; Maggie <maggie.r.rich@gmail.com>; Zapatka Jeni - TLC <JENIZ@ckschools.org>
Subject: Re: [EXTERNAL] Re: Eli from Q Youth Resources and Jeni Z

Hello,

I wanted to make sure everyone that is attending the meeting has access to these materials that we may reference, specifically regarding the inclusion of LGBTQ identities in elementary classrooms and curriculum. I have sent this to Jen, Principal Galbraith, and SuperIntendent Prince. I do not know if any of them have reviewed any of this, but it is very helpful information to consider as we continue to discuss these issues.

An accepting and inclusive school climate is critical to the success and safety of LGBTQ+ students and students who have LGBTQ+ families and caregivers. Hostile and unwelcoming school climates have devastating impacts on LGBTQ+ student safety and success. The most recent GLSEN School Climate Survey reports that LGBTQ+ students who experienced victimization due to their gender identity and/or sexual orientation were three times more likely to miss school. They were also more than twice as likely to report that they did not plan to pursue any postsecondary education. The report also demonstrates how school-based supports positively impact LGBTQ+ youth's school experiences. According to the report, compared to LGBTQ+ students with no or few supportive staff, students who could identify many supportive school staff were less likely to feel unsafe because of their sexual orientation (44.8% vs. 74.2%) and less likely to feel unsafe because of their gender expression (33.6% vs. 51.3%). **The report specifically captures the utility of visuals, noting *"students who had seen a safe space sticker or poster were more likely to identify school staff who were supportive of LGBTQ students."*** GLSEN research has identified that inclusive anti-bullying policies are not enough on their own, and that one of the most important supports for students and their families are supportive educators.

While this research often focuses on secondary students, GLSEN and other organizations have also developed research-based best practices for elementary school teachers and administrators. Creating an elementary school climate that is welcoming of LGBTQ+ students and families is not only developmentally appropriate, it is crucial to developing empathy and respect for all kinds of people.

Developed in partnership with National Association of Elementary School Principals (NAESP), *Ready, Set, Respect!* Is Common Core standardized curriculum that "focus on name-calling, bullying and bias, LGBT-inclusive family diversity and gender roles and diversity." Similarly, The Human Rights Campaign's *Welcoming Schools* is a well-respected bullying prevention program providing LGBTQ+ and gender inclusive professional development resources including trainings and lesson plans specifically for elementary school educators. These programs provide clear examples of elementary school-appropriate curricula that, like the "Love Has No Gender" poster, focus on LGBT-inclusive family diversity.

I look forward to meeting with you all this morning.

Best,
Eli

On Wed, Oct 13, 2021 at 4:59 PM Clark Alexa - TLC <AlexaC@ckschools.org> wrote:

> Eli,
>
> Amy and Martha, the two people I added are our Equity TOSAs (teacher on special assignment).
>
> ---
>
> **From:** Eli Oldfield <eli@qyouthresources.org>
> **Sent:** Wednesday, October 13, 2021 4:37 PM
> **To:** Clark Alexa - TLC <AlexaC@ckschools.org>
> **Cc:** Kayla Potts <kayjpotts@gmail.com>; White Amy - TLC <AmyW@ckschools.org>; Little Martha - TLC <MarthaL@ckschools.org>; Maggie <maggie.r.rich@gmail.com>
> **Subject:** [EXTERNAL] Re: Eli from Q Youth Resources and Jeni Z
>
> CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.
>
> Hello,
>
> Could you please update the invite to include QYR Board member M Rich, cc'd on this email?
>
> Thank you,
> Eli
>
> On Wed, Oct 13, 2021 at 4:28 PM Clark Alexa - TLC <AlexaC@ckschools.org> wrote:
>
>> Topic: Eli from Q Youth Resources and Jeni Z
>> Time: Oct 14, 2021 10:00 AM Pacific Time (US and Canada)
>>
>> Join Zoom Meeting
>> https://ckschools.zoom.us/j/89989785724