From:	Eli Oldfield on behalf of Eli Oldfield <eli@qyouthresources.org>
To:	Prince Erin - JW
Cc:	Bruce Richards - Director 1; Jeanie Schulze - Director 4; Zapatka Jeni - TLC; director2@ckschools.org; director3@ckschools.org; director5@ckschools.org; Christine.Rolfes@leg.wa.gov; emily.randall@leg.wa.gov
Subject:	Re: [EXTERNAL] QYR Response to meeting with Director Jeni Zapatka
Date:	Tuesday, October 19, 2021 3:04:19 PM
Attachments:	image001.png

Hello Superintendent Prince,

With your response, our questions and concerns remain the same.

1. This decision was made casually and informally. **Why was CKSD's equity lens tool not used in the decision making process? Why were no LGBTQ stakeholders or staff included in this decision? What will be done to correct this wrong?**

2. This decision now reaches far beyond the one poster you reference. When you re-read our email sent 10/15, you will see we have not requested that you return that poster. **We have requested that you address the fact that CKSD Director of Equity Jeni Zapatka told us, representatives of a Kitsap County LGBTQ youth serving organization (QYR), that CKSD is now knowingly and willingly discriminating against one specific protected class by not allowing that class to be named on the walls of CKSD K-5 classrooms.** This discriminatory policy is a result of your informal process.

We are deeply concerned about the safety of and school climate for LGBTQ students, families, and staff. We request a meeting with you to discuss this further, and expect that you will address these presented concerns urgently and specifically.

Please let me know when you are available to meet with Q Youth Resources and additional members of the CKSD administration.

Best,
Eli Oldfield
Board Chair
Q Youth Resources

On Tue, Oct 19, 2021 at 2:49 PM Prince Erin - JW <ErinP@ckschools.org> wrote:

> Good Afternoon Eli,
>
> I am glad you had the opportunity to meet with our Interim Director for Equity, Jeni Zapatka. Thank you for sharing the notes from your meeting.
>
> As our district continues to deepen work in providing equitable access and opportunity for all students, we appreciate the input and partnerships we are developing across the community. As you can imagine, our public educational system is complex with 11,000 students, 1500 staff members and a large community of parents, organizations and

stakeholders.

We continue to prioritize and honor a safe and welcoming space for our students and staff, and as Jeni shared, we do this in many different ways. We also recognize we have many areas to continue to grow and improve to ensure our students' success. Even though the poster you reference will remain down in the elementary classroom, other posters supporting a welcoming environment for our LBGTQ+ students remain on walls and in hallways of our schools. While you may disagree on certain decisions made, I am positive we can all agree that we want the same, positive and enriching experience for all our students.

Thank you for sharing,

Erin Prince

Erin Prince, PhD

Superintendent

Central Kitsap School District

360-662-1615

From: Eli Oldfield <eli@qyouthresources.org>
Date: Friday, October 15, 2021 at 2:16 PM
To: Prince Erin - JW <ErinP@ckschools.org>
Cc: Bruce Richards - Director 1 <Director1@ckschools.org>, Robert MacDermid - Director 2 <Director2@ckschools.org>, Drayton Jackson - Director 3 <Director3@ckschools.org>, Jeanie Schulze - Director 4 <Director4@ckschools.org>, Eric Greene - Director 5 <Director5@ckschools.org>
Subject: [EXTERNAL] QYR Response to meeting with Director Jeni Zapatka

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Superintendent Prince and CKSD School Board Members,

This email is in regards to the meeting Q Youth Resources (QYR) had yesterday with CKSD's Interim Director of Equity Jeni Zapatka. QYR is a local LGBTQ+ youth and family service non-profit. This meeting was in regards to CKSD's decision to remove a "Love Has No Gender" poster from an elementary school music classroom, citing the LGBTQ+ identity words on the poster as "inappropriate" for K-5 students.

QYR board members left this meeting **extremely troubled by CKSD's clear lack of process and care for a decision that has wide ranging implications for their LGBTQ+ students, families, and staff well beyond one poster's removal.** Not only was it explained to QYR's board that CKSD used no formal process nor metric to make this decision, QYR's board was also informed of harmful unofficial policies as a result of this informal decision making process. **At no point during this process was the Equity Lens Tool used in spite of this decision and its resulting policies having significant impact on LGBTQ+ students, staff, and families.**

We share our specific concerns below:

- The decision making process was described to QYR as "informal discussions" between Superintendent Prince, The Superintendent of Human Resources, and Executive Director of Elementary Instruction, and Director Zapatka. When QYR inquired what formal process was used to reach a decision, we were explicitly told **no formal process was used**. Further, when QYR inquired what research was done to reach the conclusion that LGBTQ+ identity words are inappropriate for K-5 classroom walls, we were informed that the decision makers **"felt the words were inappropriate"** despite no specific source cited demonstrating their inappropriateness on K-5 classroom walls. Director Zapatka informed QYR's board that CKSD's school board was emailed about this informal decision, and that the CKSD's school board agreed with the decision. **We are deeply concerned that the Equity Lens Tool was not used to make this decision, and instead CKSD administrators relied on personal bias and belief to make this critical decision.**

- When QYR asked if LGBTQ+ people were included in the decision making process, we were simply informed "no, they were not." It is our understanding that the Equity Lens Tool was designed to specifically address issues that will impact marginalized communities, and call on CKSD to use the tool's process to ensure impacted communities are involved in the decision making process.

- QYR is troubled that this informal process involving no impacted community members **has not only resulted in a poster's removal without formal process, but has also resulted in an informal discriminatory policy specifically**

targeting LGBTQ+ students, staff, and families. When QYR asked what CKSD's official stance is on LGBTQ+ identity words (lesbian, gay, bisexual, transgender) being visible on CKSD's k-5 classroom walls, **we were told by Director Zapatka that CKSD's stance is that no LGBTQ+ identity words can be visible on K-5 classroom walls.** When QYR asked if any other protected class is similarly banned from being visible on CKSD K-5 walls, Director Zapatka replied "None." **It is urgently troubling to QYR that CKSD now has a formal position resulting from an informal decision making process that effectively erases all developmentally appropriate references to LGBTQ+ people and families from K-5 classroom walls.**

QYR finds it unacceptable that not only was no formal process used to make this decision, but that the Equity Lens Tool was not at all referenced nor utilized. This important decision was made based on personal feeling and bias while excluding any impacted community members. We remain deeply troubled by the resulting stance that no LGBTQ+ identity words can be visible on K-5 classroom walls, and maintain that these words themselves are not inherently inappropriate and are instead reflective of many of your district's students and staff's family and lives.

QYR is urgently concerned about CKSD's climate for LGBTQ+ students, families, and staff given the disregard for a formal and culturally responsive process displayed by several CKSD administrators.

QYR expects an elevated and accelerated process to address these concerns involving additional CKSD leadership that includes LGBTQ+ community members, students, staff, and other stakeholders.

Best,

Eli Oldfield

Board Chair

Q Youth Resources

Anna Cesa

Treasurer

Q Youth Resources

Jill Davidson

Secretary

Q Youth Resources

M Rich

Board Member

Q Youth Resources

Kayla Potts

Board Member

Q Youth Resources

Tom Bowen

Board Member

Q Youth Resources

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Eli Oldfield

Board Chair

Q Youth Resources

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