From:	Eli Oldfield on behalf of Eli Oldfield <eli@qyouthresources.org>
To:	Director Area 2 Rob MacDermid
Cc:	Erin Prince; Director Area 1 Bruce Richards; Kim Dean; katherinekiyoko@gmail.com; Director Area 3 Drayton Jackson; Jeanie Schulze - Director 4; director5@ckschools.org; JeanneB@ckschools.org; DougN@ckschools.org; DavidB@ckschools.org
Subject:	Re: [EXTERNAL] QYR School Board meeting follow-up
Date:	Monday, October 25, 2021 2:10:59 PM

Superintendent Prince and CKSD Board Members,

QYR has yet to receive any response from Superintendent Prince and all but one CKSD Board Member recognizing the urgent concerns we have raised and the request we made that the notes from our 10.14.21 meeting with your Director of Equity be reviewed.

Again, here are our concerns:

- The decision to remove the Love Has No Hate poster was made **informally** in less than 24 hours without using the **Equity Lens Tool.** The decision was made using homophobic and transphobic personal bias and belief.

- As a result of this informal non-process t**he district now has an unofficial policy banning all LGBTQ+ words from K-5 classroom walls.** During our 10.14 meeting, we were told explicitly that this is the district's policy, and that no other protected class is similarly banned from your classroom walls.

We are urgently concerned for the safety of CKSD's LGBTQ+ students, staff, and families.

We expect CKSD's leadership to respond to our concerns, publicly reverse this homophobic policy, and move forward with a transparent process that includes LGBTQ+ students, staff, and families.
We do not understand the unresponsiveness to QYR's clear, timely, and respectful requests for communication on this issue. Please contact me as previously requested.

Eli Oldfield
Board Chair
Q Youth Resources

On Thu, Oct 21, 2021 at 1:19 PM Director Area 2 Rob MacDermid <director2@ckschools.org> wrote:

> Bruce, Erin, Jeni,
>
> The QYR representatives are upset that CKSD is not responding to the concerns raised by QYR at their October 14 meeting with Jeni. If this is true, why is it?
>
> Please read their notes of that October 14 meeting.
>
> These concerns of QYR need to be addressed immediately!
>
> Thank you!
> Rob

---------- Forwarded message ---------
From: **Eli Oldfield** <eli@qyouthresources.org>
Date: Thu, Oct 21, 2021 at 09:17
Subject: [EXTERNAL] QYR School Board meeting follow-up
To: Prince Erin - JW <ErinP@ckschools.org>, Bruce Richards - Director 1 <director1@ckschools.org>, <director2@ckschools.org>, <director3@ckschools.org>, <director5@ckschools.org>, Jeanie Schulze - Director 4 <director4@ckschools.org>
CC: <JeanneB@ckschools.org>, Jeni Zapatka <JENIZ@ckschools.org>, <DougN@ckschools.org>, <DavidB@ckschools.org>

Hello,

I am following up on my comment at last night's school board meeting, **to reiterate my request that school board members and Superintendent Prince confirm in writing that you have viewed the attached meeting notes from QYR's meeting with Director Jeni Zapatka.** These notes were confirmed in writing by Director Zaptaka to be accurate and contain no contradictions to the comments made by both parties.

It is this meeting with Director Zapatka that informs our urgent and ongoing concerns that:

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 Love Has No Gender poster. 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 again request a meeting with CKSD administrators to discuss this further, and expect that you will address these presented concerns urgently and specifically.**

Best,
Eli Oldfield
Board Chair
Q Youth Resources

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Eli Oldfield
Board Chair
Q Youth Resources
eli@qyouthresources.org
(903)253-6788