



**BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 46 (SUNSHINE COAST)**

**COMMITTEE OF THE WHOLE
AGENDA**

Tuesday, November 27th from 9:30-11:30 p.m.
School Board Office – Gibsons, BC

1. Safe / Healthy Schools (Cultural) (2.h.)
2. Communication Plan (standing item)



SOGI Inclusive Education Overview



Why SOGI? Why now?

- January 2016 - Select Standing Committee on Child and Youth Mental Health in BC names sexual and gender minority youth as particularly marginalized, vulnerable and in need of support and calls for school programs
- July 2016 - Gender Identity/Expression added to BC Human Rights Code
- Sept 2016 - MoE directs all schools and districts to protect SOGI minority youth and releases guidelines



Homophobia and Gender Based Harassment in Schools...

- 70% of students reported hearing expressions such as “that’s so gay” every day in school and 48% reported hearing remarks such as “faggot,” “lezbo,” and “dyke” every day in school. ¹
- As many heterosexual as LGBTQ2S+ students reported harassment about SOGI.¹
- 55% of trans youth reported school bullying in the past year such as repeated teasing, threats, physical assault or exclusion. ²

¹ Every Class in Every School – 2011

² Canadian Transgender Youth Health Survey – 2013



Trans youth: mental health & substance use

- Trans youth in Canada are at least **twice as likely** to engage in substance use
- **37-40%** of Canadian trans youth have **attempted suicide**, **19% two or more times in the past year**, compared with **3-9%** of the general youth population
- **75%** of Canadian trans youth have **self injured**, compared to **15%** of the general youth population



Protective Factors

- Trans youth with higher levels of school connectedness are **2 times more likely** to report good or excellent mental health
- Trans youth who have supportive adults both inside and outside their family are **4 times more likely to report good or excellent mental health**, and are far less likely to consider suicide.
- Youth who live in their felt gender full time were 50% more likely to report good or excellent mental health.



SD46 District SOGI Model

District SOGI Lead

Raises awareness of SOGI issues, develops district-wide initiatives and supports School Leads to develop and implement SOGI initiatives at the school level.

SOGI School Leads

Works collaboratively with the District Lead to respond to SOGI questions/issues and raise awareness of SOGI issues at the school level.

SD46 SOGI District Committee: Goals

1. To review and update our SD46 SOGI Policy
2. To identify and train SOGI School Leads in **every school** in the district
3. To help schools build “Qmunity” and safe, inclusive school environments for LGBT+ children, youth and allies.
4. Develop student leadership within the LGBT+ youth

SOGI 123: Inclusive Schools Video <https://bc.sogieducation.org/pro-d/>

In BC 90% of teachers support SOGI education! So what's Holding Teachers Back? *

1. Lack of Training

59% of B.Ed. grads in first 5 years said their program had not prepared them for sexual diversity in schools

2. Lack of Strategies and Resources

Many good resources are available

→ SOGI 123, BCTF, Gender Spectrum, PEN, but **most teachers are not aware of them.**

3. Fear of Parent and Admin reaction...

Yet only 19% of teachers reported complaints...

and 72% of these reported that their principal had supported them.

4. Don't Know Policies and Procedures



* Every Teacher Project 2015

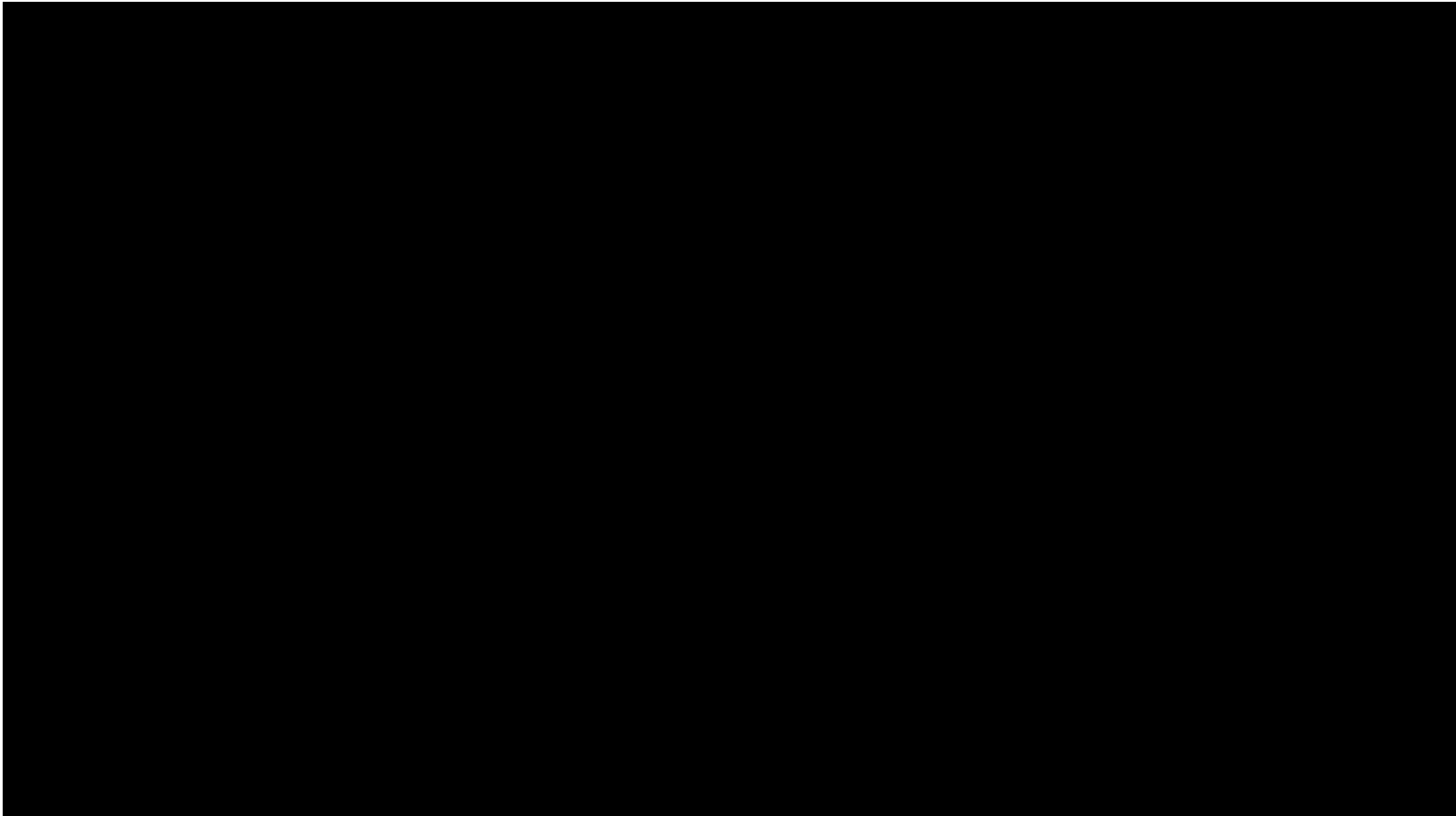


How to be an effective School Lead

Step 1: Facilitate inclusive environments

- ✓ Use gender free phrasing
- ✓ Use language for all families
- ✓ Expand your SOGI vocabulary
- ✓ Avoid groupings by gender
- ✓ Be visually welcoming and inclusive (posters/stickers)
- ✓ Include SOGI books, examples, theme days
- ✓ Always respond to gender biased / homophobic language including, “That’s so gay!”

SOGI 123- Inclusive Environments





Step 2: Lead with intention

Listen

Educate

Ask

Describe



Step 3: Lead with compassion

- Use a gentle challenge to deliver your message
- Redirect positive energy in a way that benefits everyone
- Remember - we are all in transition
- Intention matters
- If at first you don't succeed, try, try again
- Reach out for help if needed

REVIEW OF SOGI TERMINOLOGY

Curriculum examples: Find a topic that is comfortable and then shift the lens...

- What is your favourite item of clothing to wear?
- Who was your first tv crush?
- Which bathroom in your school do you feel most comfortable using?
- Which family member are you closest with?

Understanding Binary- Create a classroom binary example

- Please stand if you are right hand dominant-
- Please stand if you are left hand dominant-
- Did I leave anyone out?



Does anyone need to tell you...
(or do you already know?)

- Your favourite ice cream flavour?
- Your gender?
- Your age?
- Your favourite kind of book?
- Which washroom or change room to use?
- Which team to play on if there is a boys' and girls' team?

You are who you say you are!

What's the difference?

Gender Identity

- Cisgender
- Transgender
- Gender fluid
- Non-binary
- Genderqueer
- Two-Spirit

Gender Expression

- Clothes
- Hair
- Appearance
- Feminine
- Masculine
- Androgynous

Sexual Orientation

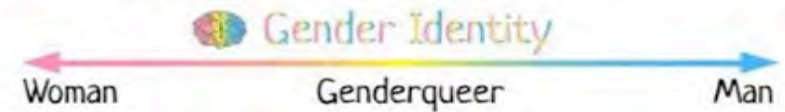
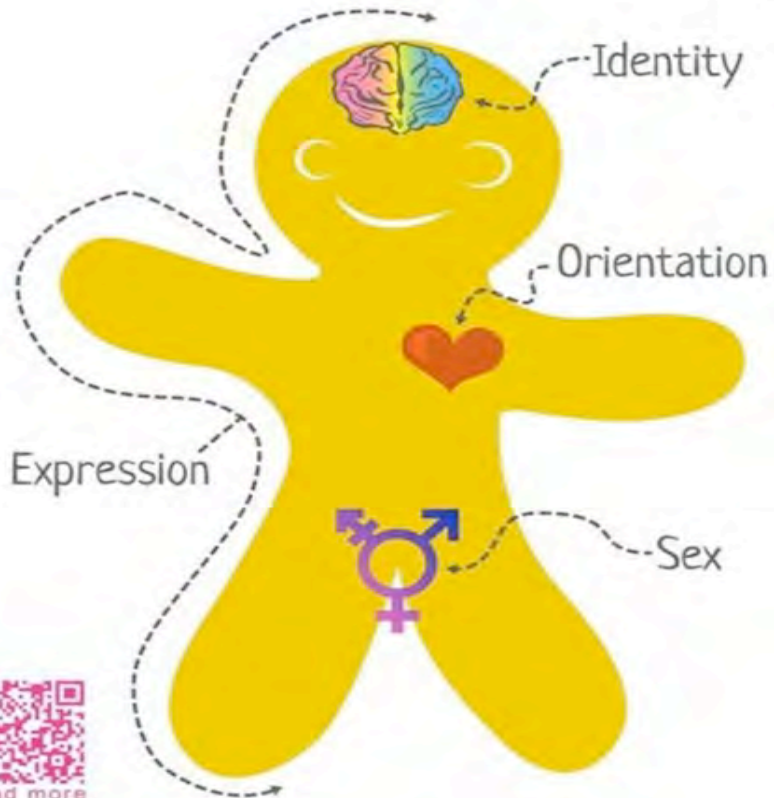
- ❖ Lesbian
- ❖ Gay
- ❖ Bisexual
- ❖ Pansexual
- ❖ Asexual
- ❖ Straight

Your gender identity is who you are, gender expression is how you present, and your sexual orientation is who you love.

Genderbread Person

The Genderbread Person

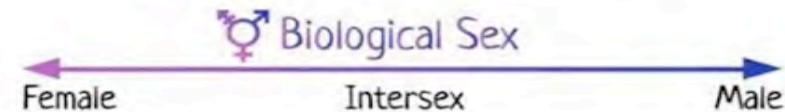
by www.ItsPronouncedMetrosexual.com



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

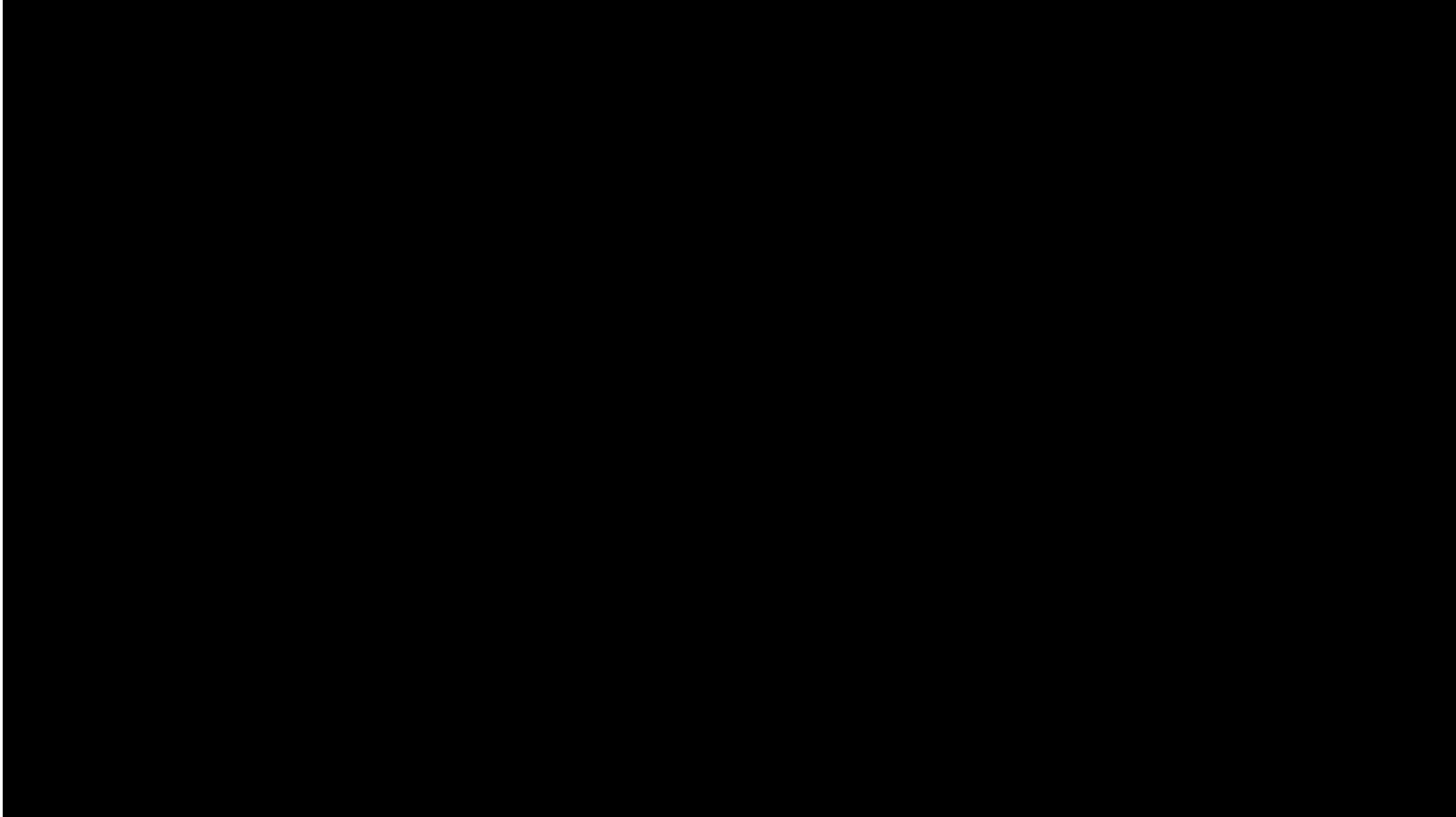


Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Curriculum- SOGI Kits and Resources



Helping Students to Understand Diversity

What is diversity?






Introducing SOGI from K-3

***Use “story time” or visuals to facilitate topics**

Key messages:

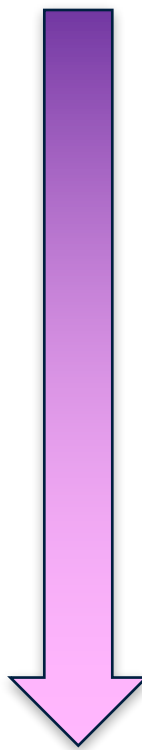
- ✓ Diversity means different, we are all different and unique.
- ✓ Diversity is something we celebrate!
- ✓ There are many different types of families.
- ✓ There are no such things as “boys toys” or “girls toys” There are only toys and the destiny of a toy is to be played with!
- ✓ There is no such thing as “boys clothes” or girls clothes”. People should wear the clothing that they feel comfortable in.
- ✓ Gender is a spectrum. Some people identify as girls, some as boys, some as neither boy nor girl and some as both boy and girl. This is different than what your parents/teachers have been taught and something that you may need to teach them!

Talking to Late Intermediate and Secondary Students

- We don't know why some people are gay, lesbian, bisexual or transgender and others are heterosexual
 - Having sexual feelings happens at different ages for different people, there's no rush
 - All people who have sex, no matter what gender or sexual orientation they are, need to know how to make it safer
 - LGBTQ people are all over the world, have always existed and have made incredible contributions to society
- 

Appendix: SOGI Curriculum Content from K-12

	Sexual Orientation (SO)	Gender Identity (GI)
Primary	Family Diversity	Gender stereotypes
Intermediate	Same-sex Families including Gay & Lesbian parents	Gender is in your head
	LGBT2QS+ People, History and Human Rights	You Feel your Gender
Secondary	Global LGBTQ2S+ Rights	Gender as a spectrum
	Sexuality as attraction and love	Trans People, History and Human Rights
	Discrimination	Global Trans Rights
	Science / Biology	Gender Identity is separate from sexuality
	Contributions	Discrimination
	Artistic expression	Science / Biology
Political / Legal	Contributions	
Literature	Artistic expression	
	Literature	Political / Legal
	Literature	Literature



Supporting Parents: <https://www.sogieducation.org/parents/>

The teaching resources on SOGIEducation.org were created by educators across the province to support other educators in creating inclusive classrooms for all students. All resources are in alignment with the update to the BC Human Rights Code in 2016.



SOGI 1 2 3 shares template lesson plans that make it easy for teachers to send a message of acceptance and to welcome students from different family structures, cultures and the LGBTQ community.

"There are kids that are different than myself or my children. They want to feel included too."

-STACEY WAKELIN,
LANGLEY PARENT

KIDS HAVE QUESTIONS.

Be **curious** together.
VISIT [SOGIEDUCATION.ORG](https://www.sogieducation.org)

We acknowledge the financial support of the Province of British Columbia through the Ministry of Education.

Collaboration Partners:



BC Confederation of
Parent Advisory Councils



BRITISH
COLUMBIA



is a collection of resources available for teachers to use to make all students feel safe and included in their classrooms

"SOGI-inclusive education is about treating everyone with respect, and ensuring that every member of the school community feels valued, safe and represented."

- BCCPAC Board of Directors

Group Rules



- Only tell your story, let others tell theirs
- Be open to learning with your mind and heart
- Be courageous (it's okay to feel a bit uncomfortable)
- Be respectful and listen to everyone

Gender Diversity!



As you watch these videos consider the following questions:

- 1. What does *gender* mean?**
- 2. What does *gender diversity* mean?**

POWER 50







LGBTQ2S+ allyship

Helping people to feel safe & deal with discrimination

1. Be respectful of privacy, don't ask personal questions
2. Remember that everyone knows who they are
3. Use correct pronouns (she, he, they) and name (don't ask a trans person what their birth name is)
4. Address disrespectful language. "What do you mean by that?", "What you said is not okay."

Homophobia and transphobia are against school rules and the law!!!

SOGL Scenarios



1. Discuss and consider within your table groups how you might respond to each of the SOGL scenarios listed on your handout.
2. Are there SOGL scenarios occurring at your school that are not addressed by these scenarios. If so, what are they? Participants are encouraged to write these down to be shared with the larger group when debriefing.

Conclusion



“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.” - Margaret Mead

DRAFT - BOARD COMMUNICATION PLAN

		AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY
REGULAR BOARD MTG	Strat Plan		N/A	Vision 1.g. Outdoor Education 2.d. Parent Communication	Inaugural Meeting Mission 1.i. Technology 2.j. Sustainable Practices	Inclusion 1.b. Reading 2.b. Reading Teachers 2.e. Healthy Staff 2.h. Safe / Healthy (Cultural)	Innovation
	Recurring		F/S Approval	Student Trustee Appointment SSCFGS Submission BCSTA Prov Council Motions Enrolment Report	Board Elections	Committee Appointments PAC Appointments BCSTA AGM & Prov BCPSEA AGM Motions	
COMMITTEE OF THE WHOLE	Strat Plan		Implementation Plan (Year 4)		2.h. Safe / Healthy (Cultural)	Strat. Plan Planning	2.a. Prof dev 3.d. Gov's Visioning
	Recurring		SSCFGS Discussion	External Committees Report		School Growth Plans	Draft School Calendar Review School Growth Plans Debrief
	Other		Communication (standing) Partners in Learning Update	Communication (standing) Truth & Reconciliation Report	Communication (standing)	Communication (standing)	Communication (standing)
EDUCATION COMMITTEE	Strat Plan		1.g. Outdoor Education 2.d. Parent Communication	1.i. Technology	1.b. Reading 2.b. Reading Teachers		1.d. SEL 3.b. Collaboration 1.a. Early Learning
	Recurring		Grad Report Curriculum (standing) Parent Engagement (standing)	MDI Curriculum (standing) Parent Engagement (standing)	Curriculum (standing) Parent Engagement	Curriculum (standing) Parent Engagement	Curriculum (standing) Parent Engagement
	Other						
OPERATIONS COMMITTEE	Strat Plan		Summer Work Review	2.j. Sustainable Practices	2.e. Healthy Staff		
	Recurring			Prelim. Budget Timelines	Budget discussion		Amended Budget Joint Use Update
	Other						
POLICY COMMITTEE	Policies						
	Recurring						Appeals Bylaw Review
	Other						
OTHER	Annual Report to Trustee Audit Info Session	DSL/Trustee Dinner Supt Evaluation Cmte BCPSEA Symposium	General Election	Intergovernmental Meeting Trustee Academy	Supt Evaluation Cmte	School Visits BCPSEA AGM	
CONSULTATIONS				Preliminary Budget	Preliminary Budget	Preliminary Budget Consults.	

Legend: Moved Removed Added

DRAFT - BOARD COMMUNICATION PLAN

		FEBRUARY	MARCH	APRIL	MAY	JUNE
REGULAR BOARD MTG	Strat Plan	Collaboration 1.a. Early Learning 1.d. SEL 2.a. Prof dev 3.b. Collaboration 3.d. Gov's Visioning	Equity 1.c. Math 2.f. Leaders 2.h. Safe / Healthy (Ops)	Respect 1.e. Mental / Phys Health 3.g. Cap U & Post Sec	Responsibility 1.f. Music 1.k. Grad 2.i. Facilities 3.c. Int'l students	1.h. Experiential Learning 1.j. indigenous learning 3.f. SIB/Squamish Nation 2.g. Celebrations
	Recurring	Amended Annual Budget	School Calendar	BCSTA AGM Motions School Allocation Rates Min. Approved Projects / Capital Plan Bylaw	Budget Approval / Bylaw	District Report to Ministry Budget Approval (if required) Five-Year Capital Plan Motion
COMMITTEE OF THE WHOLE	Strat Plan			3.c. Int'l students	2.g. Celebrations	
	Recurring	School Calendar Recommendation				Strategic Plan Yr in Review
	Other	Communication (standing)	Communication (standing)	Communication (standing) Trustee Evaluation Process Partners in Learning Review	Communication (standing)	Communication (standing)
EDUCATION COMMITTEE	Strat Plan	1.c. Math 2.f. Leaders	1.e. Mental / Phys Health 3.g. Cap U & Post Sec	1.f. Music 1.k. Grad	1.h. Experiential Learning 1.j. indigenous learning 3.f. SIB/Squamish Nation	
	Recurring	Curriculum (standing) Parent Engagement (standing)	Curriculum (standing) Parent Engagement	Curriculum (standing) Parent Engagement	District Report to Ministry Curriculum (standing) Parent Engagement	Untargeted Donations? Curriculum (standing) Parent Engagement (standing)
	Other					
OPERATIONS COMMITTEE	Strat Plan	2.h. Safe / Healthy (Ops)		2.i. Facilities	Risk Management	
	Recurring	Prelim. Budget Considerations Prelim. Budget Discussion Enrolment Projections	Staffing Timelines Funding Announcement	Budget Summary AFG Plan	Five-Year Capital Plan Budget (if required)	Emergency Preparedness Summer Work
	Other	Transportation Review	Transportation Review	Transportation Review Zoning referrals	Transportation Review Zoning referrals	Transportation Review Zoning referrals
POLICY COMMITTEE	Policies					
	Recurring					
	Other					
OTHER		Review March cmte schedule Partners in Learning Event	Supt Evaluation Cmte	Student Forum Service Recognition BCSTA AGM	Bursary Tea Intergovernmental Meeting	Retirement Celebration Grad Ceremonies ACE-IT Ceremonies
CONSULTATIONS		Draft School Calendar		Transportation Consultations	Transportation Consultations	

Note: The communication plan is updated monthly at agenda setting and Committee of the Whole meetings.