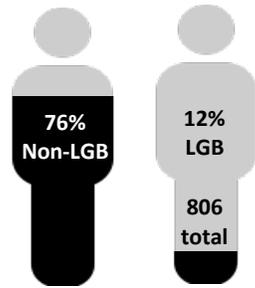


LGBTQ Student Experiences of School Climate in the Iowa City Community School District

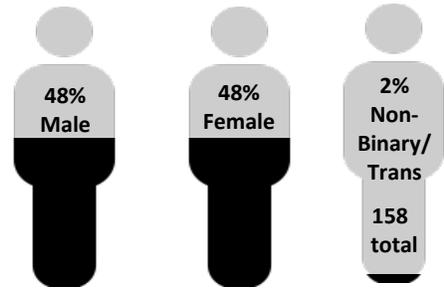
Demographics



Sexual Orientation

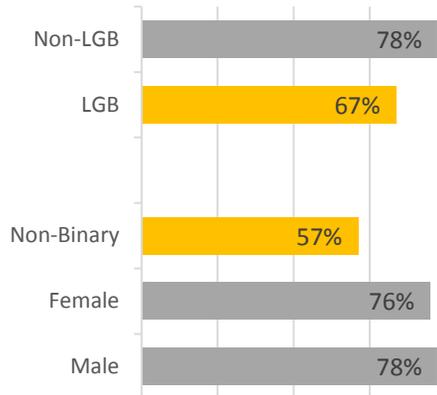


Gender

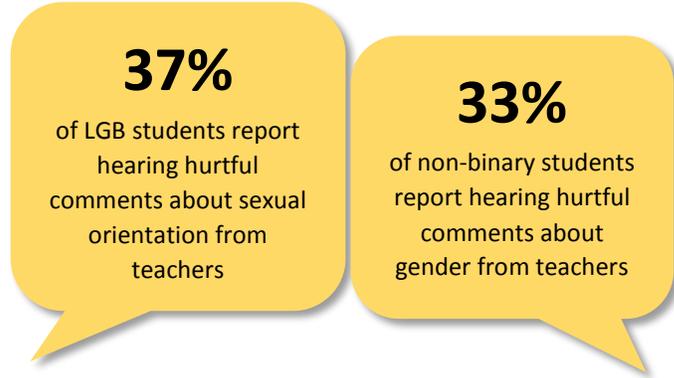


Teacher Personal Concern

Teacher Relationships

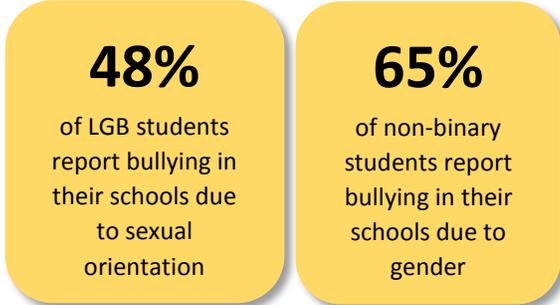


Hurtful Comments from Teachers

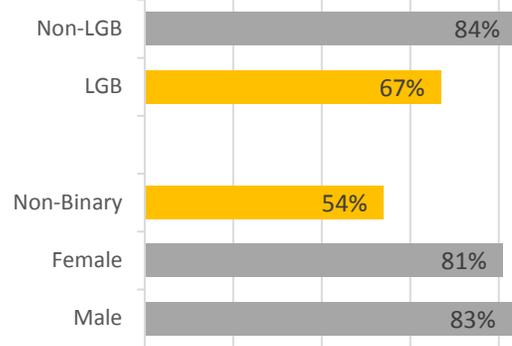


School Bullying

Social and Peer Relationships

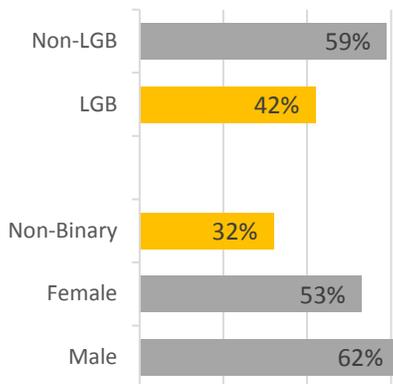


School Belonging

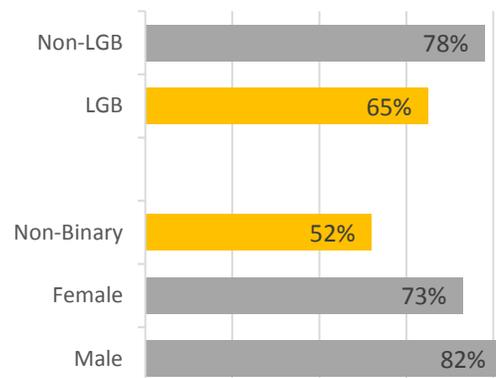


Always Feel Safe in Class

Safety and Inclusion



Students Respect Each Other's Differences



ICCSO LGBTQ Multi-Stakeholder 2018 Task Force Recommendations and Roadmap

LGBTQ Equity Roadmap Progress



Support students and student groups by ensuring access to adult advocates in every school

- ICCSD provided transportation to more than 90 students to the 14th Annual LGBTQ Youth Governor’s Conference in Des Moines.
- Included all current GSAs on school website
- Building connections with larger LGBTQ+ organizations



Enhance the inclusivity of class materials and discussions by updating the curriculum review process

- Inclusive curriculum and health education
- Increased LGBTQ materials in library collections
- Offer classes on LGBTQ history or race, class, & gender



Improve educator knowledge and skills by offering LGBTQ-specific training

- Safe Zone Phase I training has been given to 30 staff members
- Student-led workshops



Create supportive and inclusive school environments by establishing gender inclusive bathrooms in every school

- Gender inclusive restrooms
- Improved inclusivity of homecoming court



Strengthen district policies and practices and ensure student administrative records are LGBTQ-inclusive

- Board policy statement issued
- LGBTQ tab added to Equity Department website
- Ensure authentic names/pronouns are reflected in school records



ICCSO Board of Education Statement of LGBTQ+ Inclusion

The Iowa City Community School District is committed to creating a safe and inclusive school environment for all students free from harassment, intimidation, bullying, and discrimination on the basis of gender identity and sexual orientation. School climate is an important predictor of student success for all students, however, schools can be especially unwelcoming for lesbian, gay, bisexual, transgender, and questioning (LGBTQ+) youth. Research shows that LGBTQ+ students, nationally, and in Iowa, experience discrimination, harassment, and violence more frequently than their non-LGBTQ+ peers. Data from the District’s 2017 School Climate Report reveals that students who identify as LGBTQ+ are significantly less likely to report that they feel they belong in school, that school staff is supportive of them, and that they feel that their contributions are valued in the classroom. The District is devoted to addressing the needs and inequities that LGBTQ+ youth face in our schools. This commitment to inclusion of our LGBTQ+ students builds on existing Iowa law and current District policies. Incorporating an inclusive atmosphere free from discrimination is identified in Title IX, the Iowa Code, the District’s non-discrimination policy, and the District’s mission statement. It is our shared responsibility to ensure every member of our school community is valued and respected regardless of gender identity and sexual orientation. We are actively working to create more inclusive policies and practices that support and affirm the identities of LGBTQ+ students. We believe that learning about the diversity of humankind is an essential part of education in a democratic society. We encourage our students, staff, and members of the community to celebrate the inclusiveness and diversity that contributes to growth, success, safety, and quality of life for everyone at the Iowa City Community School District. Approved: 4/24/2018