Resolution Objecting to Any Limitation on the Rights of our LGBTQ+ Students, Employees, and Community Members

WHEREAS, Denver Public Schools is committed to providing safe and welcoming spaces where all students, employees, and community members are supported, regardless of their gender identity or sexual orientation; and

WHEREAS, the Board whole-heartedly embraces DPS’s LGBTQ+ students, employees, and community members for the diversity they bring to our schools and workplaces and strives to ensure that they are seen, accepted, and celebrated for who they truly are; and

WHEREAS, the Board expresses extreme concern about any action that would limit the rights of this valued community and will stand firm to reject any proposed limitation or attempt to de-value this community; and

WHEREAS, for example, a recent report of the federal government defining gender only as binary (either male or female), unchangeable, and based on physical characteristics at the time of birth; and

WHEREAS, the Board wishes to join DPS students, especially those in Gay Straight Alliances (GSAs) at DPS secondary schools, in protesting this proposed federal definition; and

WHEREAS, such a definition takes away an individual’s right to identify his/her/their gender or non-gender and instead places that control with the federal government; and

WHEREAS, such a definition is contrary to current educational, legal, medical, and scientific understanding of gender;

WHEREAS, the Board, with its community members and partners, find this federal action to be cruel and harmful to our students and employees and DPS will not allow our students, staff, and families feel that they are being erased. #WontBeErased

NOW, THEREFORE, BE IT RESOLVED, that the Denver Public Schools’ Board of Education restates its strong commitment to its LGBTQ+, intersex, gender expansive, non-binary, and gender non-conforming students and employees by re-emphasizing the necessity that DPS’s recently strengthened Anti-Discrimination Board Policies AC, GBA, and JB are fully implemented throughout the District; and

BE IT FURTHER RESOLVED, the Board of Education unequivocally joins with DPS’s transgender, intersex, gender expansive, and gender non-conforming students, employees, family members, community members, and allies to call on the current administration to immediately halt any effort to define transgender people out of existence.

BE IT FURTHER RESOLVED, the District will continue to recognize and honor each
individual’s expression of their gender or non-gender regardless of any future definition from the federal government; and

BE IT FURTHER RESOLVED, as a few examples of these commitments (but certainly not an exhaustive list), students, employees, and community members can expect that:

- They will be supported if they seek to transition; and
- They will be supported if they wish to be gender fluid, gender expansive, non-binary, or gender non-conforming; and
- DPS will not require students or employees to undertake any expensive formal legal process to change their names in DPS student or personnel records and DPS employees are directed to honor requested name changes and pronoun preferences; and
- All individuals may use gender-segregated facilities that are consistent with their gender identity; and
- The District will work to expand Gay Straight Alliances (GSAs) and other supports in the District’s schools.

Resolved this ____ day of November, 2018

_________________________________________  _______________________________________
Anne Rowe, President                     Carrie A. Olson, PhD, Secretary