



SUPERINTENDENT'S LISTENING AND LEARNING TOUR

LGBTQ+ Belong Group | Tuesday, August 31, 2021, 5:00 to 6:00 PM

Hosted by Levi Arithson

Participants: 14 (via Zoom)

Language: English

Below is a summary of the feedback from this listening session. It may not reflect the views of all participants and stakeholders district-wide.

What is going well?

- Belong Groups and similar programs
- Levi supporting our students and us
- Changes in pronoun options in Infinite Campus
- More acceptance of non-traditional families
- There has been a shift, so it is not just LGBTQ+ staff that take care of LGBTQ+ kids; it is everyone's responsibility
- Greater job protections for LGBTQ+ employees
- Seeing DPS at Pride is huge. Representation really saves lives
- Having Gay Student Alliance (GSA) at the schools is great
- DPS' policies are leading the way in terms of inclusivity for students and somewhat for staff
- The LGBTQ+ Toolkit has been great to inform other colleagues
- There is so much going well and we need to celebrate

What needs improvement?¹

- Students, staff, and families have experienced micro and macro aggressions; we need better ways to address this
- Better alignment of policies and implementation
- All educators need to address transphobia and bullying; some allow it, and some are afraid to deal with it
- In a public school system, religion should not be used as an excuse not to do this work
- We have equity classes, policies, and systems that address race issues, but education around LGBTQ+ is lacking
- Our strategy to retain and develop LGBTQ+ talent has to be intentional and long-term
- Trainings trigger PTSD
- Everyone should be responsible for supporting LGBTQ+ students, not just LGBTQ+ staff
- Use of pronouns is haphazard with higher-ups
- Inclusive healthcare policies
- Better representation

Advice for Dr. Marrero

- We have been getting messages about how our Black, Indigenous, and People of Color (BIPOC) educators matter, we have not gotten the same message about LGBTQ+ educators
- Take a stand about what we (DPS) stands for
- I think you are here because you believe in our stories
- Make sure you listen to BIPOC, who are part of the LGBTQ+ community and experience multiple oppressions. Intersectionality matters
- Don't pay attention to transphobic parents. We exist; our existence is not up for debate
- District survey data of LGBTQ+ students and families are not sufficiently analyzed and shared
- Would like to see an official district rebuttal to the No Left Turn statements

¹ Statements which could identify individuals are excluded here, but will be part of aggregate reports