Title IX Enforcement: A Lifeline for LGBTQ Students

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ABOUT GLSEN
GLSEN strives to ensure that each member of every school community is valued and respected regardless of sexual orientation or gender identity/expression. We believe that such an atmosphere engenders a positive sense of self, which is the basis of educational achievement and personal growth. Since homophobia and heterosexism undermine a healthy school climate, we work to educate teachers, students and the public at large about the damaging effects these forces have on youth and adults alike.

We recognize that forces such as racism and sexism have similarly adverse impacts on communities and we support schools in seeking to redress all such inequities.

GLSEN seeks to develop school climates where difference is valued for the positive contribution it makes in creating a more vibrant and diverse community. We welcome any and all individuals as members, regardless of sexual orientation, gender identity/expression or occupation, who are committed to seeing this philosophy realized in K-12 schools.
“WE URGE ALL EDUCATION STAKEHOLDERS, INCLUDING DISTRICT LEADERS, HEADS OF SCHOOLS, PRINCIPALS, TEACHERS, PARENTS AND GUARDIANS, AND OTHER EDUCATORS TO TAKE ACTION IMMEDIATELY WITHIN THEIR SCHOOL COMMUNITIES TO SUPPORT ALL STUDENTS, ESPECIALLY THOSE WHO FACE BIAS INCIDENTS IN THEIR SCHOOLS.”
glsen.org/schoolvalues

GLSEN amplifies and inspires action by educators nationwide

GLSEN activates the education world in defense of core values.
Local Reach: GLSEN Chapters
GLSEN supports our network with the training, resources, and evidence necessary to make the case for inclusive school values in action.

We have built an on-line constituency to supplement our local presence including:
- The GLSEN Educator Network (11,400 [+1.2K in Q3]),
- GSA registration (6,500), student list (62,000)
- GLSENUp (10,600 [+4.2K in Q3]), and
- Total social media reaching more than 1,000,000 across all platforms.
24 million students covered by LGBT-inclusive GLSEN bullying-prevention laws

20 million students covered by LGBT non-discrimination laws that apply to schools
LGBT YOUTH K-12
LGBTQ Youth: Estimated Population

11.3% of the national high school student population identifies as gay, lesbian, bisexual or “not sure”

*Youth Risk Behavior Surveillance*  
*CDC (2016)*

There are approximately 150,000 transgender adolescents in U.S.

*Age of Individuals Who Identify As Transgender in the U.S.*  
*The Williams Institute (2017)*

Estimated total = 6 million LGBTQ students nationwide
LGBTQ Youth: Risk and Resilience
WHAT WORKS
Four Supports

Supportive Educators

Comprehensive Policies

Inclusive Curriculum

Student Clubs
Four Supports: Current LGBTQ Student Access

Student Clubs (GSAs)
54% had a GSA.

Inclusive Curricular Resources
22.4% were taught positive representations of LGBT people, history, or events.
23.7% had inclusive textbooks, 49.1% could access LGBT-related websites, and 42.4% had library resources.

Supportive Educators
97.0% had at least 1 supportive school staff member.
Only 41% could identify 11+.

Comprehensive Policies
10.2% had a policy that included both sexual orientation & gender identity/expression.
Four Supports: Increasing Student Access

Availability of School Resources Over Time
(Percentage of LGBTQ Students Reporting Resource in School, Accounting for Covariates)
Four Supports: Why They Matter

- **Student Clubs (GSAs)**
- **Inclusive Curricular Resources**
- **Supportive Educators**
- **Comprehensive Policies**

↓ Negative school experiences (homophobic remarks, feeling unsafe, victimization)

↑ School staff intervention in name-calling, bullying and harassment

↑ Positive educational outcomes (less absenteeism, higher educational aspirations, greater academic achievement)
Your Role & The Importance of Adult Support
Supportive Factors: Adult Support at School

Percentage of LGBTQ Students Reporting Their School Has Policy/Guidelines Regarding Transgender and/or Gender Nonconforming Students

- Not Sure: 37.1%
- No: 56.6%
- Yes: 6.3%

LGBTQ Students’ Reports on How Supportive Their School Administration is of LGBT Students

- Very Unsupportive: 11.4%
- Somewhat Unsupportive: 17.1%
- Neutral: 34.7%
- Somewhat Supportive: 21.5%
- Very Supportive: 15.3%

LGBTQ Students’ Reports on the Number of Teachers and Other School Staff Who are Supportive of LGBT Students

- None: 3.0%
- One: 4.2%
- Between 2 and 5: 29%
- Between 6 and 10: 22.5%
- More than 10: 41%
Supportive Factors: Adult Support at School

Staff Intervention in Biased Remarks and Feelings of Safety in School
(Percentage of LGBTQ Students Who Felt Unsafe Because of Sexual Orientation or Gender Expression)

Supportive School Staff and Feelings of Safety and Missing School

<table>
<thead>
<tr>
<th>No Supportive Staff</th>
<th>Some (1–10) Supportive Staff</th>
<th>Many (11 or More) Supportive Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Felt Unsafe Because of Sexual Orientation</td>
<td>78.7%</td>
<td>68.8%</td>
</tr>
<tr>
<td>Felt Unsafe Because of Gender Expression</td>
<td>53.8%</td>
<td>51.4%</td>
</tr>
<tr>
<td>Missed at Least One Day of School in the Past Month</td>
<td>47.2%</td>
<td>41.6%</td>
</tr>
</tbody>
</table>
Supportive Factors: GSAs & Feeling Safe

Presence of Gay-Straight Alliances and LGBTQ Students’ Feelings of Safety and Missing School

- Felt Unsafe Because of Sexual Orientation:
  - School Does Not Have a GSA: 66.3%
  - School Has a GSA: 50.2%

- Felt Unsafe Because of Gender Expression:
  - School Does Not Have a GSA: 48.2%
  - School Has a GSA: 39.1%

- Missed at Least One Day of School in the Past Month:
  - School Does Not Have a GSA: 38.5%
  - School Has a GSA: 26.1%
Supportive Factors: GSAs & Victimization

Presence of Gay-Straight Alliances and Number of School Staff Supportive of LGBT Students

- School Does Not Have a GSA
  - Many (11 or More) Supportive Staff: 23.2%
  - Some (1-10) Supportive Staff: 70.9%
  - No Supportive Staff: 5.9%

- School Has A GSA
  - Many (11 or More) Supportive Staff: 56.2%
  - Some (1-10) Supportive Staff: 43.1%
  - No Supportive Staff: 0.7%

Presence of Gay-Straight Alliances and Victimization
(Percentage of LGBTQ Students Experiencing Higher Levels of Victimization)

- Victimization Because of Sexual Orientation
  - School Does Not Have a GSA: 36.1%
  - School Has a GSA: 20.1%

- Victimization Because of Gender Expression
  - School Does Not Have a GSA: 34.0%
  - School Has a GSA: 21.5%
Supportive Factors: GLSEN Safe Space Kits
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Safe Space Stickers/Posters and Number of Supportive School Staff

See a Safe Space Sticker or Poster and LGBTQ Student Conversations with School Staff About LGBT Issues
Supportive Factors: GLSEN Model Policies

Model District Policy on Transgender and Gender Nonconforming Students
https://www.glSEN.org/sites/default/files/Trans%20Model%20Policy.pdf

Model School Anti-Bullying and Harassment Policy
https://www.glSEN.org/sites/default/files/Model%20Policy%20-%20School%204.12.13_0.pdf

Model District Anti-Bullying & Harassment Policy
https://www.glSEN.org/sites/default/files/Model%20Policy%20-%20School%204.12.13_0.pdf
Q&A
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