

I. What are the strengths and weaknesses of the current policy?

1. WEAKNESSES

- Does not separate employment from students
- Does not address political discrimination
- Not recognizing First Amendment rights (FREE SPEECH)
- Needs to separate “equality” and “equity” so it’s clear they are not the same thing
- Policies/New Information not discussed with the parents
- Lack of communication(uses calling posts to inform)
- The Transgender Policy - turning the entire policy which gives set privacy on its head for <1% pf the student body. In turn, it seems more feasible to keep the later.
- Lack of transparency with how the transgender policy is implemented.
- Employment/student policies
- Policies were written in 2005 and amended in 2006 (DATED)
- Gender identity and expression need to be added
- Would “disability” considered an adequate description of students? What about non-visible disabilities?
- Is “economic class” an overlooked area?
- Lack of students focus-policy generalized
- New information being acted upon without discussion with parents
- Lack of transparency and trust
- District wide discussions must take place
- It may actually promote “reverse discrimination” by isolating/segregating cisgender students who may be uncomfortable with transgender student “policies.”
- CSD may not be able to adhere to building codes to achieve the policies (ex: can’t achieve enough bathroom fixture space, funds needed, etc.)
- Confused as to why we have a policy that address an issue that each principal should address based on each particular case.

2. STRENGTHS

- Recognizes laws as they evolve.
- Comprehensive
- Diversity/political ideology
- Emphasis on equal opportunity and quality education for all.
- Already contains broad protections against discrimination.
- If it’s not broken, don’t fix it

II. What do you think are the most important issues to address?

- Addressing the issues of a non-binary student! Gender identity vs. transgender?
- Gender identity student policy

- The females that are at risk
- Perceptions around priorities of quality, equity and access for all students
- Communication between the parents and district
- The Superintendent created guidelines where he “expected” the staff to comply with, allowing students who were born a boy into the intimate space and sleeping quarters of girls without first presenting that to the School Board and parents for them to vote.

III. What do you think are the next steps for City School of Decatur?

- The Superintendent’s “transgender guidelines” needs to be withdrawn. We need to start over with public input and dialogue about how to develop a transgender policy acceptable to parents, students and the community.
- Creating a “calling post” communication involving all parents about starting over and creating a school-wide policy on the student’s privacy and transgender students.
- Keep sex-segregated bathrooms for the general population and design unisex bathrooms based on children’s individualized needs. (ex: transgender, anxiety, period, etc).
- Sport teams remain as they are. Title IX separated by biological sex.
- Housing/Rooming/Sleeping Quarters remain separated by biological sex.
- Research to see how other districts are handling this exact policy.
- Review how stakeholders receive invites for input/discussion.
- Make all meetings with CSD OPEN and hold collaborative discussions
- Conduct surveys so parents will have a say so in the decision making process.
- CSD and BOE must communicate EVERYTHING regarding policy changes through EVERY communication method. Every student/parent receives email on portal, class communications, social media, fliers, posters, etc.

IV. Additional Concerns

- Usurping the rights of others
- Safe Space - is the safe space a responsibility of the school? How is this related to privacy and parental responsibility.
- The word “disability” needs to be CLEARLY defined.
- A new policy to address transgender equity/equality will be intrusive and invade the rights of cisgender students.
- The psychological effect/damage on the female child forced to share a bathroom and possibly be made to sleep with a transgender on a field trip.
- Will future meetings be posted on the CSD website for ALL parents to be informed?
- Diversity of the female students. Will ALL students be treated with equal opportunities regardless of race, color, religion, etc?
- Policy doesn’t offer political party protections for students nor staff.

- Policy/Guidelines were never presented to the Board for community input and Board approval.
- Clarify “biological” sex.
- Age and marital status should be clarified so adults cannot enroll in student placement.
- Add political/intellectual beliefs/ideology to the list.
- The push for equality for transgender students will infringe on the rights of parents as to how they choose to raise their children. It may also cause for cisgender students to in turn be discriminated against because of the new transgender policies.
- Proper communication, public input and decision making procedures are NOT being followed in regards to the transgender student policies.