

SMALL GROUP NOTES FROM PUBLIC MEETING DECEMBER 18, 2019

CONCERNS/COMMENTS	QUESTIONS	OUTCOMES
Thank you for offering the session tonight and the format	What are the steps to determine gender diverse use of facilities. Locker room/restroom clarity?	Gender Spectrum-has a gender transition plan;spells out specifics. Written agreement between the student , family and school.
Did not know much about gender diverse individuals.Concerned about those individuals not using the facilities	Can students use the facility at a different time?	Looking at other schools policies that have gender diverse policies to help create a plan.
Data shows that gender diverse individuals are not a threat. Making them use a particular facility can put a bigger target on their back	How can everyone sit around the same table and share thoughts/ideas and not feel threatened by something you do not necessarily believe. How to get to know people.	Make sure all students have a choice to utilize the facility that they identify with.
Concern about the locker room/changing at the pool for those times they swim.	Is there a LGBT group/club at the school?	Creating a tone with school culture that all students belong. Strong Administration and board can help set that tone.
Sometimes parents have more concerns about the what-if's, than the students do.	Graduate of 1 year discussed how she has adjusted to college and felt better education could happen in our school system earlier	Create more opportunities for education for the community on this topic.
Important that parents communicate with their students/children and educate	What would be cost for renovating restrooms	Take time to go through the information, thoughts and possible solutions
Hard to distinguish between fear and awkwardness. What defines or separates these two	Locker rooms not much of an issue because students don't shower anymore	Optional educational opportunities for students about gender differences
Was a little surprised with the amount of conflict tonight. What are parents going to tell	Not necessarily all just about protecting boys, mother discussed	Thankful for everyone supporting students

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their children how to treat minorities	discomfort/temptation of her sons	This has been happening all over the world and is just now reaching us
Disappointed that there was a large group of people that decided not to be a part of the conversation	How do we get all students to feel secure and understand differences	School board should make a policy. Protocols need to be in place
This is an issue that is not going to go away and will continue to be prevalent in the future.	Equality vs equity	Supreme court looking at case-legal guidance may or may not change
You have your work cut out for you as a school and a board	Can case law be challenged?	People's main criteria 1. Safety 2. Privacy (with inclusion)
Teacher discussed emotional impact on transgender students that she sees firsthand	What is the level of supervision in the locker room. Student talked about locker room supervision for HS PE. MHS locker rooms have stalls. Only about 60% of students change. Another PE teacher said they have both male/female supervisors at all times	Stalls in all locker rooms that you are required to use
Mother of transgender student discussed that her son which transitioned never felt comfortable	Are we looking at a combination of upgrading facilities and more supervision? This may be most benign approach	Should not eliminate the choice from any student
Concerned about taking away the rights of transgender restrooms. Ostracizing students to use a specific restroom	What do we do in the meantime(before facilities can be redone)	Gender neutral restroom
Cost of renovating restrooms	There hasn't been dialogue. How will the board move forward with better	People need more information

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Feel people are looking at the situation where boys will want to go into a restroom to see girls	communication? It sounded like there had been practices in place but those have not been communicated clearly. When someone feels like they've been duped, the reaction will be more severe. People would like to see the procedures. Lack of access to communication/information creates a lack of trust	By respecting children and not setting them apart
Making sure students are not discriminated against	How long had this practice been in place? The public didn't know, but when it became known, social media made this a lightning rod	People need to listen to each other
Transgender students made a choice and now they need to make a choice of what restroom to use.	How do we prove to our constituents that their children are safe	Floor to ceiling stalls with no cracks. Replace urinals with toilets and stalls
Other cases have been decided opposite the way Mark talked about accusations against students of the other gender		Transgender students need the most protection
No trans person wants others to see them.		Need a clarification of what a unisex restroom

Taking away the rights of a large group to meet the rights of a small group		
Exposing yourself to others opinions		
It is some else's problem until it is our problem		

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Calling students out is not private		Be kind
Everyone is important and matters and the community is coming together to work on this		Review procedures
No one is asking the kids what they think		tonight was a time for learning. Suggested that if we fix restrooms (individual stalls), problem solved. HS -individual shower/changing stalls
Sending message that boys are predators and girls are helpless		Private stalls-addressed middle school "comparing" feelings of inferiority, bullying, etc
Lack of communication with what was going on.		The commonality is safety. Violating the right of the minority is a concern. Education will never be enough for people to feel safe. We need to do something physical. Move to more private stalls. (that move was made years ago) Stalls have room underneath for safety too.
Concerned that Manchester is not a welcoming community		Equal access. No matter where you fall on the spectrum, anyone feels uncomfortable can use a private RR.
Wants children to be physically and emotionally safe		Outline the student handbook (for anyone that desires privacy). Carefully worded (and then it would be publized) for any reason, transgender, shy, etc.
Misunderstanding of unisex		Spend more time discussing

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bath, not european style		facility upgrades.
safety		A student at MIS thinks we all could just have stalls
Concerned with trans teacher, being in restroom		Simply allow the transgender students to use restroom they identify with
Concerned with boys going into the girls restroom. Will teachers be able to monitor and prevent this?		Provide education or training for people because lack of knowledge brings about fear and it is brought forth as anger.
Not enough staff to monitor		Create a task force
How will staff know when a student is transgender or a "poser" student for restroom plans.		
Confusion between law and precedence. Wonder-what is it exactly? Clarity is important		
Someone added that case law and precedent are interchangeable terms. If a court decides something in the area you live, then it is the law.		
If someone takes the school to court the school would lose.		
Stalls have a lot of openings that people can peek in on.		

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<p>Feel an obligation to protect the rights of the minorities. Appreciated the time that went into putting tonight together.</p>		
<p>Are you familiar with Transition to Gender(packet Raju passed out)</p>		
<p>There is no quick and easy solution and we all look at it differently.the board has to look at the interpretation of the law. What are other school districts doing? People look at it through their own lens.</p>		
<p>The consistent message seems to be that kids need to be safe. Board, Principals, everyone deserves a good education.</p>		
<p>How are new schools addressing this issue?</p>		
<p>What is the IHSAA statement regarding surgery? It's unlikely that a problem would occur within a bathroom.</p>		
<p>In the junior high locker rooms there are separate changing areas.</p>		
<p>Newer locker rooms have private changing areas at the University.</p>		
<p>The challenge we're talking about is comfort and</p>		

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vulnerability. What values are we teaching to show that all children are valuable? How do you tolerate a little bit uncomfortable for the greater good.		
Education is important. The pain of gender-diverse students is great. What do we do to educate our students to be sensitive to these students?		
I hear the statistics of students who are suicidal. We need to do something to help kids.		
We have developed gender identity plan. Who needs to sign off on the plan?		
When a student becomes transgender how does the staff become notified? How do you maintain confidentiality?		
Everyone has rights? When we think about the two groups who is the vulnerable one? The parents have rights too but we need to think about the rights of the most vulnerable.		
We had many articulate parents who have children who are gender diverse. It may be good to put together a task force and get their input for issues.		
We're dealing with an emotional as well as an		

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intellectual issue and it makes it hard when we know people and care for them within our community. It's a complex thing when we are an emotional connection.		
Security concern. Climate audit 2017. One thing that came out was bullying and areas those take place		
Discussion about raising taxes pertaining to the restroom issue.		
Concern that if we move forward with a policy that requires a separate facility that the student would be ostracized .		
The number if transgender people who get bullied in schools. We need to address the visceral hatred and distrust of transgender people in this community.		
This is a learning curve from all of us..a lot of what was presented from the Bowen group (especially after the group left) was important information for all of us.		
It's tough to talk with an elementary/third grade student about the transgender issue and thay type of lifestyle as a nine year old student.		
An education piece might		



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help parents broach these conversations with their children/students.		
This is a morale issue for a group of people whose mindsets are not going to be moldable through this process.		

		Girl's locker room, Boy's locker room and the two different transgender locker rooms
		Not assigning a locker room to a transgender
		Several non-labeled private bathroom
		ADF policy; not haig a policy maybe a liability
		Safety is the number one priority; single stall bathroom is differnt tha unisexual bathroom with several stalls. We need as many single stall bathrooms as possible.
		Safety for each bathroom..all bathrooms have cameras (currently they do); he is concerned about the safety

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		Single stall bathrooms are the long term solution, my daughters are very private; still have biological men's and women's bathroom
		Choice of family bathroom
		Not all boys are predators; we do not discriminate; provide choice with privacy
		Acknowledges everyone's concerns; transgender people really believe that they are the gender they identify as
		Our boys are not predators and they are not just going to pop into the girls bathrooms
		Be less afraid of each other; not as much judgement; keep learning
		We just need to keep talking about it and work it out; come together
		The conversation tonight was very powerful; presentations were good and we were heard