

Minneapolis Public Schools  
Board of Education

January 11, 2011

**Resolution In Support of the District's Out4Good Program to Promote a Healthier Learning Environment for Lesbian Gay Bisexual Transgender and Questioning (LGBTQ) Students**

**WHEREAS** Minnesota is regarded as having the broadest coverage for sexual orientation rights against discrimination of any state in the nation, as well as the best definition through the Minnesota Human Rights Law; and

**WHEREAS** The non discrimination provisions in the Minnesota Human Rights Law make it illegal for schools to discriminate against LGBTQ students or allow the school climate to get so hostile that LGBTQ students lack equal access to education; and

**WHEREAS** Minneapolis Public Schools has Board Policy protecting the rights of all students regardless of sexual orientation and gender identity; and

**WHEREAS** The Minneapolis Public School District is comprised of a diverse community of students, staff and families of many races, abilities, cultures, religions, sexual orientations, and gender identities; and

**WHEREAS** LGBTQ students are verbally, physically, and emotionally harassed at school because of their sexual orientation and/or gender identity (actual or perceived) and therefore report feeling unsafe at school; and

**WHEREAS** Such remarks run contrary to the MPS Anti-Harassment, Anti-Discrimination, and Anti-Bullying policies; and

**WHEREAS** By creating the Out4Good program in 1996, MPS became one of only six known public school districts in the country to have developed a comprehensive program to ensure the safety and inclusion of LGBTQ students, staff and families;

**THEREFORE BE IT RESOLVED** That in the service of effecting a healthier learning environment for our LGBTQ students, the Board of Education of the Minneapolis Public School District requests that the Superintendent of Schools create an LGBTQ sub-committee to ensure the inclusion of LGBTQ students, staff and families in all aspects of the school district, including curriculum and activities; and

**BE IT FURTHER RESOLVED** That school support professionals, teachers, and administrators receive LGBTQ cultural sensitivity training every other year through an approved training mechanism; and

**FURTHER BE IT RESOLVED** That Gay/Straight Alliances be fully acknowledged as co-curricular activities and GSA Staff Advisors be fully acknowledged and compensated as co-curricular assignments; and

**BE IT FURTHER RESOLVED** That a sexual orientation and gender identity curriculum be developed by the Out4Good program in partnership with the Minnesota

Department of Health and be recognized and implemented as a core component of the MPS-wide sexual health curriculum; and

**FURTHER BE IT RESOLVED** That educational materials discussing the issues of sexuality, gender identity, and safety for staff, students and families be funded and prepared and distributed annually; and

**BE IT FURTHER RESOLVED** That MPS post on its website, and the websites of its various divisions and departments, resources and contacts for students who have experienced homophobic and transphobic harassment, as well as their parents/guardians; and

**FURTHER BE IT RESOLVED** That students, parents/guardians and school staff be made aware of which staff member is responsible for reporting and investigating incidences of discrimination through school-wide postings and distribution of handouts; and

**BE IT FURTHER RESOLVED** That MPS establish a District-wide procedure for recording, tracking, reporting, and responding to incidences of harassment and discrimination as they are relevant to LGBTQ students, and any other group enumerated in MPS Board Policy, and that the procedure include responsive measures ranging from counseling and education to suspension, expulsion or restorative justice practices, depending upon severity of the action; and

**FURTHER BE IT RESOLVED** That MPS institute an interdisciplinary course on LGBTQ history and literature with enrollment open to students from any MPS high school and for which participating students would receive credit; and

**BE IT FURTHER RESOLVED** That each year, the LGBTQ Sub-Committee be responsible for reporting to both the MPS Board of Education on the progress of each of the policy directives outlined in all of the foregoing resolved clauses; and

**FURTHER BE IT RESOLVED** That the components of this resolution that have budget implications will be re-evaluated, including the results of outside fundraising, as part of the budget development process.

Signed by:

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Tom Madden, Chairperson

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Date

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Chris Stewart, Clerk

\_\_\_\_\_  
Date