



**MILWAUKEE  
PUBLIC SCHOOLS**

# **Update on Resolution 2223R-011 Gender Inclusive Policies**

**December 2024**

**Eduardo Galván  
Interim Superintendent**



**MILWAUKEE**  
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# Resolution 2223R- 011

## Gender Inclusive Policies

### *Presenters*

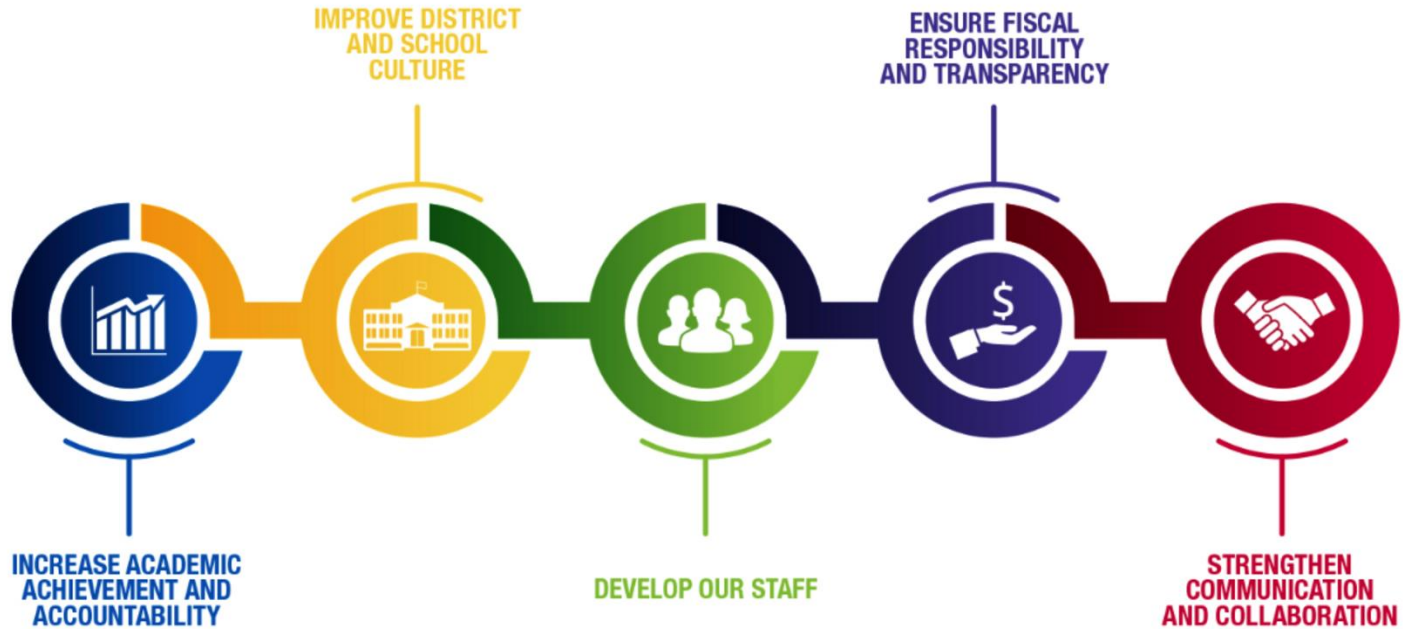
*Ebony Lewis – Director*

*Gender & Identity Inclusion*

*Sean Kane – Senior Director*

*Facilities & Maintenance  
Services*

# *Five Priorities for Success*



# *Strategic Plan Driving Our Mission*



## **Strategic Plan Driving Our Mission:**

MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-education opportunities, work, and citizenship.

# Gender-Neutral Facilities

Building questionnaire to be filled out by school leaders

## SUBMITTING A REQUEST?



### Consultation

Consult with the Department of Gender and Identity Inclusion, where we review your needs and provide guidance on best practices for gender-neutral bathrooms to develop a tailored plan.



### Submit a Request

This form must be completed by a school administrator. Submitting this form indicates that the school is seeking support for gender-neutral bathrooms.



### GII & Facilities and Maintenance Site Visit

Once your request is submitted, the next step will be a site visit to assess the needs and develop a tailored plan for implementing gender-neutral bathrooms at your school.



### Renovation and Signage Updates

After the assessment, the team will proceed with renovation plans and any necessary signage updates to complete the project.

<https://bit.ly/Gender-Neutral-Bathroom-Request>

# Gender-Neutral signs

Bathroom signage to be fabricated by the Hayes School – STEM program through the Career & Technical Education



# Update

## Accomplishments

- Gender neutral bathroom identified at each MPS facility
- Gender-neutral signage being fabricated for installation

## Next Steps

- Conduct assessment (design, ADA accessibility) if schools make a request
- Installation of Gender-neutral signage for bathrooms

# Building an Inclusive Environment

## **Comprehensive Gender & Identity Awareness**

The department of Gender Identity & Inclusion (GII) works to ensure that all girls of color and LGBTQ+ students in Milwaukee Public Schools are provided safe, equitable, and inclusive environments and resources that support their holistic development and success. Through a combination of consultation, resources, and professional learning, GII has provided targeted support for gender-neutral facilities, inclusive policies, and education that affirms diverse identities. This holistic approach addresses the needs of the whole school community, promotes dignity and belonging, and aligns with the district's commitment to equity, access and inclusion.

## **GII Updates:**

- Aligning with Resolution 2223R-011 to create inclusive, supportive spaces.
- Addressing student needs for safety, dignity, and belonging.
- Building awareness with staff, students and families to foster understanding of gender diversity.
- Incorporating feedback from the community and schools.



# Gender & Identity Inclusion Department Supports

As we expand the availability of gender-neutral bathrooms across schools, we recognize the importance of pairing these efforts with comprehensive education and awareness. Enhancing understanding of gender diversity among students, staff, and families ensures that these facilities contribute to a culture of inclusion and belonging.

- ✓ **Welcoming Schools Training\***
- ✓ Gender Inclusion Guidance
- ✓ District-wide Transgender Awareness Training
- ✓ Gender Sexuality Alliances (GSA)
- ✓ GSA Advisor Collective
- ✓ Student/Classroom Inclusion Presentations
- ✓ Safe Space Posters

\*Welcoming Schools is a program through the Human Rights Campaign centered around bias-based bullying prevention in the nation to provide LGBTQ+ and gender inclusive professional development training and resources specifically designed for Pre-K - 12 educators and youth-serving professionals. Welcoming Schools uses an intersectional, anti-racist lens dedicated to actionable policies and practices. MPS has a three year contract with HRC to offer this comprehensive training to leaders and educators across the district.



**THIS IS A SAFE PLACE TO BE WHO YOU ARE**



Support and resources are available at this school to help you be your authentic self. Talk to a teacher, counselor, or trusted adult or visit [mpsmke.com/genderinfo](https://mpsmke.com/genderinfo)



**Gender Identity Inclusion**

**Mission**  
The MPS Department of Gender and Identity Inclusion works to ensure that all girls of color and LGBTQ+ students in Milwaukee Public Schools are provided safe, equitable, and inclusive environments and resources that support their holistic development and success.

**Vision**  
Girls of color and LGBTQ+ students in Milwaukee Public Schools feel affirmed and are empowered to grow, learn, thrive, succeed, and be themselves.



# Celebrating Inclusivity

On October 31, 2024, we hosted the **2nd Annual GSA LGBTQ+ Student Leadership Summit** at the University of Wisconsin-Milwaukee. This event brought together **200 students from 15 high schools across the district** to build community, share experiences, and empower youth leadership in fostering inclusivity.

The event represents our ongoing commitment to creating inclusive, affirming spaces for all while celebrating diversity, strengthening student networks, and equipping future leaders to champion equity and belonging in their schools and communities.





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A word cloud centered around the words "Thank" and "You" in large yellow font. Other words in various sizes and orientations include: Vinaka, Maake, Asante, Shukria, Dhanyavadagalu, Manana, Dankon, Matondo, Kam Sah Hammida, Arakish, Mauruuru, Biyan, Tack, Dankscheen, Kaitos, Chokrane, Arigato, Grazie, Mochchakkeram, Blagodaram, Ngiyabonga, Dziukuje, Juspaxar, Gracias, Tingki, Ua Tsaug Rau, Bedankt, Dakujem, Grazas, cảm ơn bạn, Khap, Paldies, Gratias Tibi, Obrigado, Suksamat, Dėkuji, Nirringrazziak, Hvala, Welalin, Di Ou Mèsi, Kia Ora, Kop, Khun, Khap, Matur, Nuwun, 谢谢, Xbala, Danke, Merci, Go, Raibh Maith Agat, Eskerrik Asko, Misaotra, Rahmat, ありがとう, and Najis Tuke.