

HOW TO ORGANIZE A GENDER INCLUSION POLICY IN YOUR DISTRICT!

ONE PAGER



If you're reading this then you're ready to take the steps necessary for gender inclusion in schools! Organizing is the coordination of cooperative efforts and campaigning carried out by local residents to promote the interests of their community. We hope this guide can assist you on your journey to organize positive change. It should be noted that these steps are not set in stone, depending on circumstances, action looks different for everyone! Take this document as a general outline, but some steps may be different for you!

1. **Develop a team of students, staff, parents, etc who can commit to the cause**

- a. Network with GSAs, students, staff, community members, etc
- b. Create a line of communication (email thread, group chat, etc)

2. **Create a set a goals and power map**

- a. Goals: To have a gender inclusion policy implemented in your district
- b. Power Map: Who's likely to support your goals? And who's likely to oppose them? What levels of power/authority do you have to go through? How much support do you think you'll need?
 - i. Sketch or write up this power map to reference and utilize

3. **Compile research and outreach regarding gender inclusion policies in your local area**

- a. Find gender inclusion policies that your coalition sees as comprehensive
- b. Detail what your coalition specifically likes about the policies you research
- c. Contact districts that have gender inclusion policies for advice and insight

4. **Begin drafting your own gender inclusion policy based on your research and considering the needs of your school district specifically.**

- a. Remember: Policy is protocol not procedure. This means that policy is like law and is separate from how it can be implemented or enforced. In your policy focus on "what needs to happen" versus "how it needs to happen" because ultimately that's decided by a district superintendent.
- b. Check our other one pager for more steps to help in creating a policy!

5. **Find out how your district operates policy**

- a. Who makes the policies?
- b. Who approves of them?
- c. How do they get implemented and enforced?
 - i. How policies and a school board works can be different from place to place so finding these things out is vital.
 - ii. Reaching out to your school board members may help you find the answers.

6. **Do outreach and gain local support from students, staff, parents, etc who want a gender inclusion policy.**

- a. List of signatures, petition, or any other way to show strength in numbers.
- b. Talk to students, network with GSAs, community members, etc.

7. **Create a presentation of data supporting the need and benefits of a gender inclusion policy (Ex: Zine & Podcast) and recruit students from your district to testify**

8. **Reach out to your school board members to get on a meeting agenda**

9. **After you get on the schedule, do outreach again and share when you're going to make your proposal so supporters can tune in**

- a. Be specific and mention if people can livestream or be in-person at a board meeting.

10. **Then, follow up regularly with the school boards policy committee to discuss next steps and how to move forward in order to get the policy up for a vote**

- a. If your school board declines your request to make a proposal or votes against a gender inclusion policy, then continue to gain support and reach out to school boards to show you aren't going to back down from the important work you're doing.

That wraps up our steps! Always remember that the work you do to improve gender inclusion is so important and your efforts are never wasted. If you're looking for more support, tips, and resources, check out these links to research further: <https://linktr.ee/OutFrontYouth>