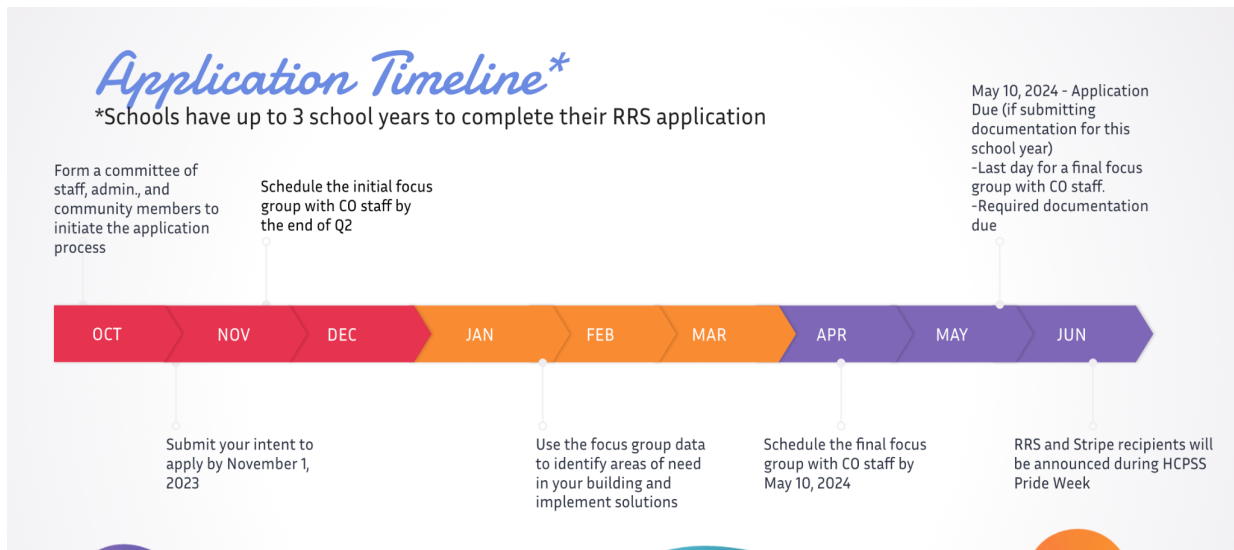




Rainbow Ribbon Schools Application Checklist

Community Allies of Rainbow Youth (CARY) is an organization of caregivers, students, staff and community members, who advocate for LGBTQIA+ youth and raise awareness of LGBTQIA+ issues within the HCPSS. Our Rainbow Ribbon Schools (RRS) initiative intends to inspire HCPSS school leaders to provide a safe and affirming environment for LGBTQIA+ students. Feedback from LGBTQIA+ students will be central to the RRS application and evaluation process. We encourage your school's RRS committee to use this checklist to guide them through the application process.



KEY DUE DATES

- ___ Due **Nov 1, 2023** Form a RRS committee of admin., staff, and parents. Submit the [Intent to Apply](#) form.
- ___ Due **Jan 19, 2023** Arrange for CO staff to host an anonymous initial Focus Group with your LGBTQIA+ affinity group. Use these data to inform your RRS initiatives. (Optional for

schools in year 2 or 3 that already have data from the previous school year.)

___ Due **May 10, 2024** Arrange for CO staff to host an anonymous final Focus Group with your LGBTQIA+ affinity group. (Optional for schools that will not complete their application this school year, or for schools that need to earn a stripe for a criterion that does not require student feedback, such as PL. Please reach out to Robyn Page, Amy Holly, Paul Carpenetti, or Amy Urban for clarification if needed.)

___ Due **May 10, 2024** Required artifacts to demonstrate the 7 (required) + 2 (your choice) criteria below will be due by this date.

REQUIRED CRITERIA

Schools must demonstrate* all of these criteria to be considered for a Rainbow Ribbon

1. Demonstrate inclusive curriculum and instruction in which LGBTQIA+ identities are affirmed, and their contributions highlighted, across all contents

- All Content Areas:** Positive representations of LGBTQIA+ people's contributions to history, math, science, art, literature, sports, and more are used to enhance all curriculum areas. Documentation should demonstrate LGBTQIA+ identities are represented in classrooms across the school, including media, health, Related Arts, and SEL classes. Student work samples and verification by the focus groups are required
- All Content Areas:** Teachers model inclusiveness during instruction by:
 - Using examples of LGBTQIA+ individuals and families
 - Using non-binary pronouns (e.g. 'they/them') and gender-neutral language (e.g. 'students', 'third-graders', or 'Bobcats' instead of 'guys' or 'boys and girls')

To be verified by the focus groups

2. Establish a Rainbow Representative for Your School

- The RR should be part of the school's RRS application process
- The RR should be listed on the 'School Resources' page of the school's website, with contact information and a description of their role
- Students in the school should be aware of the RR as a resource/safe space (as verified by the focus groups)
- High School RRs should ensure that the school's LGBTQIA+ web page is updated in a timely manner

3. The school must offer and promote a LGBTQIA+ affinity group or groups

- Secondary schools must have a GSA/SAGA (or similar) club
- Elementary schools must have a LGBTQIA+ affinity group, such as a Rainbow Reading Group, Lunch Bunch, Rainbow Family Group, etc.

4. The school should work toward being free from bias-based bullying, harassment, and discrimination of LGBTQIA+ students

- Data from the focus group must indicate that school-based administrators responded in an effective and timely manner to end bias against LGBTQIA+ students
- Schools must have well-known and well-understood procedures for reporting bullying, harassment, and discrimination
- Students report that bullying, harassment, and discrimination are quickly acted upon and corrected, as outlined in HCPSS Policies 1060 and 1010
- These criteria will be verified by the focus groups

5. Identifiable Allies: LGBTQIA+ staff and allies are visible in the school community

- 75% of students who participate in the focus group can identify at least one staff member by name who openly presents themselves as a member of the LGBTQIA+ community or as an ally, as verified by the focus groups

6. Professional Learning for Staff: School staff receive training and information on building an affirming and inclusive environment

- At least 65% of the school staff participate in professional learning on building an LGBTQIA+ affirming and inclusive school environment. Examples include: Rainbow Conference participation; completion of an LGBTQIA+ CPD course; attendance at a staff or team meeting at which an LGBTQIA+ PL was conducted; or participation in an LGBTQIA+ book study. Please reach out to one of the RRS liaisons (listed below) if your school has other ideas for LGBTQIA+ PL that you would like to have approved
- The school's Rainbow Rep periodically provides information to all school staff via email on best practices in supporting LGBTQIA+ students
- Documentation of staff participation is required to demonstrate implementation

7. Media Collection: The school's media collection should contain LGBTQIA+ themed titles that are accessible to all students

- At least 5% of media purchases for the school year must include LGBTQIA+ themed selections OR
- Your school's media purchases during the RRS application process (3 consecutive years) has increased your LGBTQIA+ selections by 5%
- LGBTQIA+ themed selections should be available for checkout in the general collection
- Documentation is required

CHOOSE TWO OF THE CRITERIA BELOW

Schools must demonstrate 2 of the criteria below to be considered for a Rainbow Ribbon

ALL-GENDER RESTROOM

- Have all-gender restroom(s) in main student/staff areas. Restrooms must be easily accessible in a prominent area of school building (verified by the focus group). HS students' all-gender restroom should be as close to locker rooms as possible. Documentation required to demonstrate implementation.

STUDENT INTERACTIONS

- The student body is well-educated on how to interact with and address their LGBTQIA+ peers, as verified by the final survey

VISUAL AFFIRMATIONS

- Signage and visual displays prominently welcome and celebrate LGBTQIA+ identities, as verified by students in the focus group

SCHOOL-WIDE ANTI-BULLYING CAMPAIGN

- A school-wide campaign that promotes acceptance and prominently includes LGBTQIA+ identities is held. Documentation and focus group feedback are required to demonstrate implementation

SCHOOL-WIDE CELEBRATION

- The school organizes a school-wide event that celebrates Pride, recognizes LGBTQIA+ history/accomplishments, or creates an affirming and inclusive environment. Documentation of the event is required to demonstrate implementation

QUESTIONS? Contact CARY's RRS liaisons

Elementary: Paul_Carpenetti@hcpss.org and Amy_Urban@hcpss.org

Secondary: Amy_Holly@hcpss.org and Robyn_Page@hcpss.org