



## Terms of Reference

### **SOGI Advisory Group Sexual Orientation Gender Identity School District No. 57**

#### **Section I: Preamble**

The Board of Education is committed to establishing and maintaining a safe and positive environment for all students, families and employees, including those who self-identify as SOGI, including, but not limited to, those who identify as lesbian, gay, bisexual, asexual, intersexual, transgender, transsexual, two-spirited, queer, or who are questioning their sexual orientation or gender identity.

#### **Section II: Responsibilities of the SOGI Advisory Group**

Reporting to the District's Safer Schools Coordinator, School District No. 57's SOGI Advisory Group will foster an inclusive environment to work and learn. The SOGI Advisory Group will:

1. Support age appropriate and culturally relevant activities and resources in schools that further promote knowledge and awareness that will assist in developing respect for, as well as work towards eliminating discrimination against, SOGI students and families in School District No. 57.
2. Promote awareness-raising initiatives, against language, bullying and harassment in School District No. 57, that are culturally relevant and age appropriate for all students and suggest appropriate ways to integrate anti-homophobia education within curriculum for all grade levels.
3. Provide recommendations, specifically in relation to SOGI, to the Board of Education with respect to the implementation of policy, codes of conduct and other SOGI related issues raised by members of the School District No. 57 Community
4. Encourage School District No. 57 personnel within schools to promote and support school clubs and student initiatives such as Gay/ Straight Alliance/Pride Clubs for their LGBTQ+ student and families.



## Section III: Membership of the SOGI Advisory Group

Is dependent on the following criteria and/or application process:

### **Inclusivity Resource Teacher, appointed by the District Principal of Learning and Innovation, must:**

- Be active in the LGBTQ+ community.
- Have an ability to work respectfully with students, families and school district staff from diverse backgrounds.
- Be prepared to work collaboratively to develop strategies and solutions to positively address challenges faced by LGBTQ+ individuals, within the School District.
- Chair the Advisory Group Meetings

### **Applications will be accepted for the following SOGI Advisory Group positions**

#### **All persons in these positions must:**

- Have an ability to work respectfully with students, families and school district staff from diverse backgrounds.
- Be prepared to work collaboratively to develop strategies and solutions to positively address challenges faced by LGBTQ+ individuals, within the School District

#### **Parent Representative must:**

- Be a parent of an LGBTQ+ student, currently in attendance in School District No. 57

#### **Student Representative must:**

- Be a School District No. 57 student enrolled in Grades 10-12 and identify as LGBTQ+.

#### **Community Member must:**

- Be active in the LGBTQ+ community.

### **Secondary Principal or Vice Principal**

### **Elementary Principal or Vice Principal**

### **School Counsellor**

Selection will be made by the following or his/her designate:

- District Principal of Learning and Innovation
- District Principal of Aboriginal Education
- Safer School Coordinator



## Section IV: Meetings

1. Meetings will be scheduled five times per year. The first meeting commencing in November.
2. The Inclusivity Resource Teacher will chair the meetings.
3. Chair is responsible to collect agenda items, distribute the meeting agenda and previous meeting minutes.
4. When necessary, non-members may be invited through the chair to the meeting as guests.
5. All recommendations will be made by consensus.

## Section V: Definitions

1. “Asexual” - is a person whose interest in others do not include sexuality.
2. “Bisexual” - is a person who is emotionally physically, spiritually and/or sexually attracted to members of both sexes.
3. “Coming out of the closet” - is the process of discovering, defining and proclaiming one’s non-heterosexual sexual orientation. The “closet” refers to not being comfortable enough with one’s sexual orientation to make it known to others.
4. “Discrimination” – is the act, practice, treatment or consideration of or making a distinction in favour or against a person based on the group, class or category to which that person belongs rather than on individual merit.
5. “Gay” – is a male who is emotionally, physically, spiritually and/ or sexually attracted to other males. The term is sometimes used to refer in general to the LGBTQ+ community, but most often refers to just gay males.
6. “Gender” – is the range of physical, mental and behavioural characteristics pertaining to, and differentiating between, males and females.
7. Gender Identity – is a person’s deeply held sense or physiological knowledge and/or sexually attracted to the persons of the same sex.
8. “Homosexual” – is a person who is emotionally, physically, spiritually and/ or sexually attracted to the person of the same sex.
9. “Homophobia” – is a fear of, or hatred or contempt towards, anyone who is or appears to be LGBTQ+.
10. “Intersex” – is a person who was born with a combination of male and female sex organs, genitals and/or chromosomes.



11. “Lesbian” – is a female who is emotionally, physically, spiritually and/or sexually attracted to other females.
12. “LGBTQ+” – refers specifically to lesbian gay, bisexual, transgender/ transsexual / two-spirit, queer/questioning, but also as a general descriptor for the gay community
13. “Queer” – was originally a derogatory name for members of the LGBTQ+ community. The community has reclaimed the term as its own.
14. “Questioning” – refers to people who are in the process of exploring their sexual orientation.
15. “Sexual Identity” – is how a person perceives him – or herself. This may or may not agree with societal gender roles or biological sex.
16. “Sexual Orientation” – refers to which sex a person is emotionally, physically, spiritually and/ or sexually attracted to.
17. “Transgender” – refers to people whose sexual identity is different from their biological sex. Many transgender people feel they are neither men nor women specifically, and many feel as though their biological sex and their socialized gender do not match. Some transgender people opt to change or reassign their sex through hormone therapy and/or surgery, and some change their outward appearance, or gender expression, through clothing, hairstyles or mannerisms.
18. “Transsexual” – describes those individuals who use hormone therapy and/or surgery to alter their biological sex.
19. “Two-spirit” – is a term used by some Aboriginal People to describe people in their culture who are LGBTQ+.