



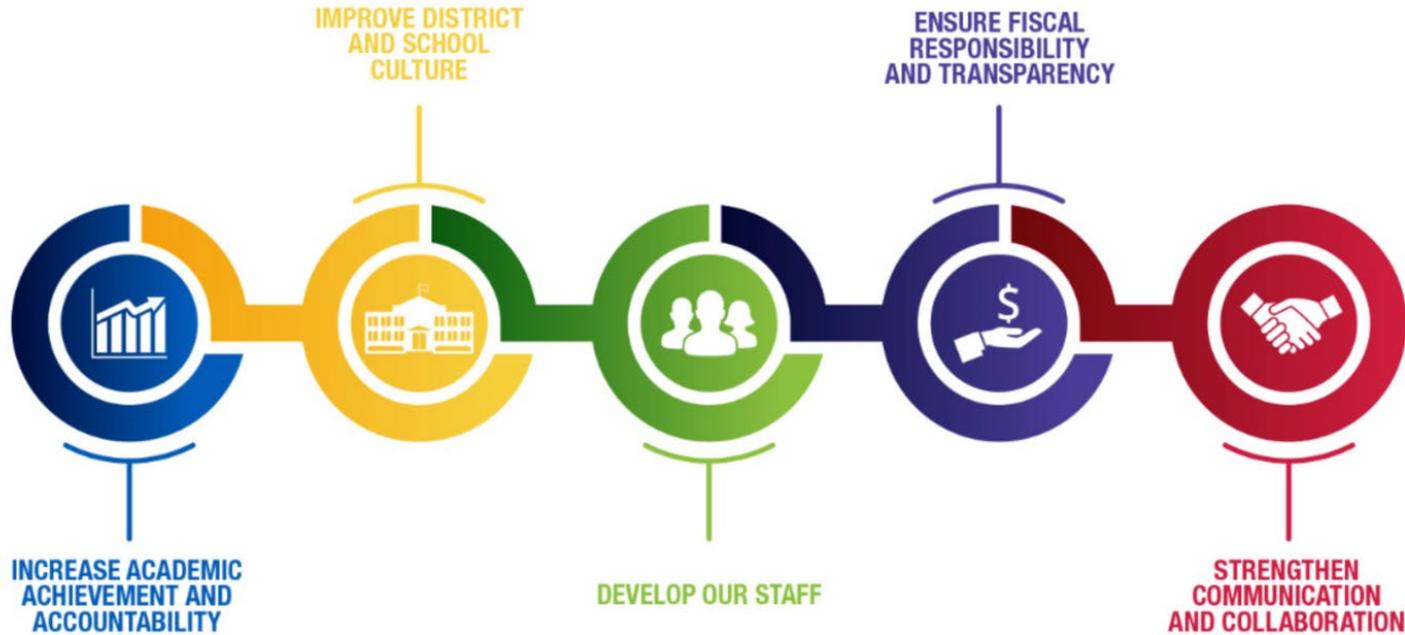
**MILWAUKEE
PUBLIC SCHOOLS**

Resolution 2223R-011 Gender Inclusive Policies

March 2023

Dr. Keith P. Posley
Superintendent

Five Priorities for Success



Gender-Neutral Facilities

Building questionnaire* conducted to determine the number of restrooms designated as gender-neutral in each school.

# of Gender-Neutral Bathrooms Identified	# Schools Reporting	# Bathrooms with Gender Neutral Signage
0	84	0
1	34	14
2	15	6
3 or more	7	3

*Questionnaire completed by school staff, verification of code requirements need to be determined by contracted consultant.

Facilities Estimates and Schedule

Item	Cost	Timeline
District-wide Site Assessment	\$150,000.00	4 months
Design proposal & Construction Services <ul style="list-style-type: none">• Based on 100 sites needing modifications/upgrades• Minimum scope with signage added	\$1,000,000.00	2 weeks to 6 months
Proposed Construction <ul style="list-style-type: none">• Based on all sites that range from \$1k to \$100k• Major renovation or complex scope of work	\$10,000,000.00	6-12 months

Identity Name Changes & Pronouns

- MPS Gender Inclusion Guidance document informs staff, students, and parents/guardians of the process
- May be affirmed or legal
- Infinite Campus now has the ability to identify affirmed pronouns
- Process in place to facilitate identity (name, gender, pronouns) changes in Infinite Campus

LGBTQ+ District Services

- Facilitated by the Department of Gender & Identity Inclusion
 - LGBTQ+ Awareness training offered at the request of schools/departments on an ongoing basis
 - Information provided in Thursday Updates
 - Participants can register using LMS
 - GSA (Gender Sexuality Alliance) Advisor Collective
 - LGBTQ+ Book Study
 - Welcoming Schools Partnership

Next Steps

Gender-Neutral Facilities

Short-term

- Gender neutral bathroom identified at each MPS facility
- Post gender-neutral signage to code

Long-term

- Review and/or revise Administrative Policy 5.01: Facilities
- Conduct district-wide assessment (design, ADA accessibility)
- Develop SOP for gender neutral bathrooms

Next Steps Continued

- Create Administrative Policy and Procedure 8.54: Gender, Identity, and Inclusion
- Update the Gender Inclusion Guide for distribution
- Create an SOP for pronoun collection in Infinite Campus
- Provide training for school staff charged with entering/modifying pronouns into Infinite Campus
- LGBTQ+ training for all current and new staff



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**Thank
You!**