



**San Diego Unified**  
SCHOOL DISTRICT



**LOS ANGELES LGBT CENTER**



## Out for Safe Schools™

### Frequently Asked Questions

#### **1. What is the National OUT for Safe Schools campaign?**

The National OUT for Safe Schools campaign was created as a way to encourage school staff (including administrators, teachers, assistants, bus drivers, etc.) to publicly identify as supportive LGBTQ allies. Staff who wish to participate can wear the badges displaying their willingness to talk to students and parents about LGBTQ concerns.

This visual display of support lets students know that “safe spaces” aren’t limited to the classroom. Anywhere there is an adult who is wearing this badge, students will know that person represents a safe space. This will extend the reach of the campaign to the areas where the most incidents of victimization occur: on the playground, during lunch time, and in school hallways.

#### **2. Who is launching the National OUT for Safe Schools Campaign?**

The Los Angeles LGBT Center and GSA Network are partnering with the San Diego Unified School District to launch this campaign in our district.

#### **3. Who will be affected?**

The National Out for Safe Schools campaign is designed not only to create safe space and resources for LGBTQ students, staff and parents, but also to foster an inclusive community for all students to celebrate all identities

**4. Which school districts have joined?**

As of September 2015, the following school districts have joined the campaign: Los Angeles Unified, Duval County Public Schools, Boston Public Schools, Chicago Public Schools, New York City Department of Education, Oakland Unified School District, San Diego Unified School District, San Francisco Unified School District, District of Columbia Department of Education and District of Columbia Public Schools. To get OUT for Safe Schools badges in your school district, visit our “Get the Badge” page at <http://outforsafeschools.org/getthebadge>.

**5. What does it mean when adults wear the badge?**

By wearing an OUT for Safe Schools badge, school site personnel have the opportunity to declare that they are safe space ambassadors and show that they are allies to all LGBTQ students. An Out for Safe Schools ally is someone who advocates for the safety, inclusion and celebration of LGBTQ individuals. An ally might stand up for an LGBTQ individual, speak out against hurtful language, or proactively work to ensure that school climate policies and practices are safe and inclusive for LGBTQ individuals. The badges can be worn voluntarily by administrators, coaches, counselors, teachers, cafeteria workers, clerical and security personnel—any school employee who wants to be known as knowledgeable about resources to students and families.

**6. Will wearing a badge mean I am identifying as a member of the LGBTQ community?**

No. Wearing a badge will mean you identify yourself as an ally to the LGBTQ community and are available as a resource for students, other staff and parents. Some individuals that wear the badge may identify as members of the LGBTQ community, others may not.

**7. Does every faculty and staff member have to wear a badge?**

No, faculty and staff members who identify as LGBT allies choose to wear the badge.

**8. Where can students go for support?**

Each school district’s badge will include individualized resources that students and staff can utilize.

**9. What do I need to do to get a badge?**

Badges are available for all school staff who wish to wear one, it is optional and part of the National Coming Out for Safe Schools campaign. Interested staff members should reach out to R. Vernon Moore, Executive Director, Office of Youth Advocacy ([rmoore@sandi.net](mailto:rmoore@sandi.net) or 619.260.5433) to identify the OUT for Safe Schools liaison at their school site.

**10. Where will we wear the badges?**

Participating faculty and staff members will wear the badges along with their school ID badge. The badge can be worn at any time.

**11. How will wearing a badge make any difference?**

While simply wearing a badge alone will not eradicate bias against LGBTQ individuals, the visibility will help students know they have an adult to talk to and can help foster a more inclusive and celebratory environment.

**12. What does LGBTQ stand for?**

LGBTQ is an acronym for lesbian, gay, bisexual, transgender or questioning. Questioning is term used to describe the process of exploring and/or understanding one’s sexual identity and/or gender identity.

**13. What is gender identity?**

The term “gender identity” refers to a person's innate, deeply felt psychological identification as a man, woman, both, or neither. A person may have been assigned one sex at birth but not identify that way anymore (or ever). The term “transgender” refers to people whose gender identity or gender expression is different from the sex that was assigned to them at birth. At some point in their lives, transgender people decide they must live their lives as the gender they have always known themselves to be, and often transition to living as that gender. For more information about gender identity and other LGBTQ terminology, visit the Movement Advancement Project’s “An Ally’s Guide to Terminology,” <http://www.lgbtmap.org/file/allys-guide-to-terminology.pdf>.

**14. What is sexual orientation?**

“Sexual Orientation” refers to the ways that a person understands and describes their own emotional or romantic desires – to the same gender and/or another gender. "Gay," "lesbian," "bisexual" and "straight" are all examples of sexual orientations. For more information about sexual orientation and other LGBTQ terminology, visit the Movement Advancement Project’s “An Ally’s Guide to Terminology,” <http://www.lgbtmap.org/file/allys-guide-to-terminology.pdf>.

**15. Sometimes I see additional letters, what do those stand for (i.e. LGBTQIAAH)?**

The acronym expands to include many identities, certain communities or individuals may include additional letters that represent other terms. Often the “I” refers to intersex, the “A” refers to asexual, or ally and the “H” refers to HIV-positive/living with HIV, or an individual or community affected by HIV.

**16. If a student comes out to me, do I have to tell their parent/guardian?**

You should not tell their parent/guardian without prior consent from the student. “Outing” a student without their permission can place them in harm’s way. However, it is important to discuss and assess their concerns and to ensure the student gets appropriate support and assistance.

## 17. Who do I talk to if I have questions?

If you are a staff member or parent, please address any questions to R. Vernon Moore, Executive Director, Office of Youth Advocacy ([rmoores@sandiego.net](mailto:rmoores@sandiego.net) or 619.260.5433). If you are a student, you can approach any faculty or staff member who wears an Out for Safe Schools badge with questions about the campaign. If you have additional questions about the origins of the OUT for Safe Schools badges, you can contact the Los Angeles LGBT Center at [OutforSafeSchools@lgbtcenter.org](mailto:OutforSafeSchools@lgbtcenter.org).

Below are some local and national resources for the LGBTQ community:



The San Diego LGBT Community Center  
<http://www.thecentersd.org/>  
619.692.2077



San Diego LGBT Pride  
<https://sdpride.org/>  
619.297.7683



Gay, Lesbian, Straight Education Network (GLSEN)  
<http://www.glsen.org/>  
212.727.0135  
GLSEN – San Diego County Chapter  
<http://www.glsen.org/chapters/sandiegocounty>



Parents, Families and Friends of Lesbians and Gays (PFLAG)  
<http://community.pflag.org/>  
PFLAG San Diego County  
<http://www.pflag.com/>  
888.398.0006



The Trevor Project  
<http://www.thetrevorproject.org/>  
866.488.7386



Human Rights Campaign  
<http://www.hrc.org/>  
800.777.4723



Gay-Straight Alliance (GSA) Network  
<http://gsanetwork.org/>  
415.552.4229



San Diego Unified School District  
Office of Youth Advocacy  
619.725.5595  
<https://www.sandiegounified.org/lgbtq>