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Subject: Re: Welcome and I have a question
To: Stutters, April - WEB <april@psdschools.org>
Sent: April 12, 2022 9:31 PM (UTC+00:00)

Hi April,

Thank you! And thanks for reaching out about this - I have many thoughts. For students who want all staff members to refer to them with an affirming name and pronouns, then share that out with folks. For students who have certain staff members that they feel safe with and want them to use an affirming name and pronouns, then I would only reach out to those staff members until the student expresses a desire to share with others. Some students may want to share the name and pronouns with teachers/staff members themselves, and for others having you share that with staff will be incredibly helpful and a burden off them, so I'd allow each other to proceed in a way that's most supportive for them. For those students who want staff to use a different name and pronouns at school than at home, it's very important for clear communication to staff about what name and pronouns to use at school (and to correct rosters or other lists where the student would be listed with another name) and what name and pronouns to use with home to avoid outing the student to home and creating a potentially harmful situation for them. Staff may need further conversations about why it's important to use an affirming name/pronouns at school and refer to them as a different name with families. Let me know if you have any questions or confusions! Also, if there is anything you all need from me working through this, let me know.

-Shayna