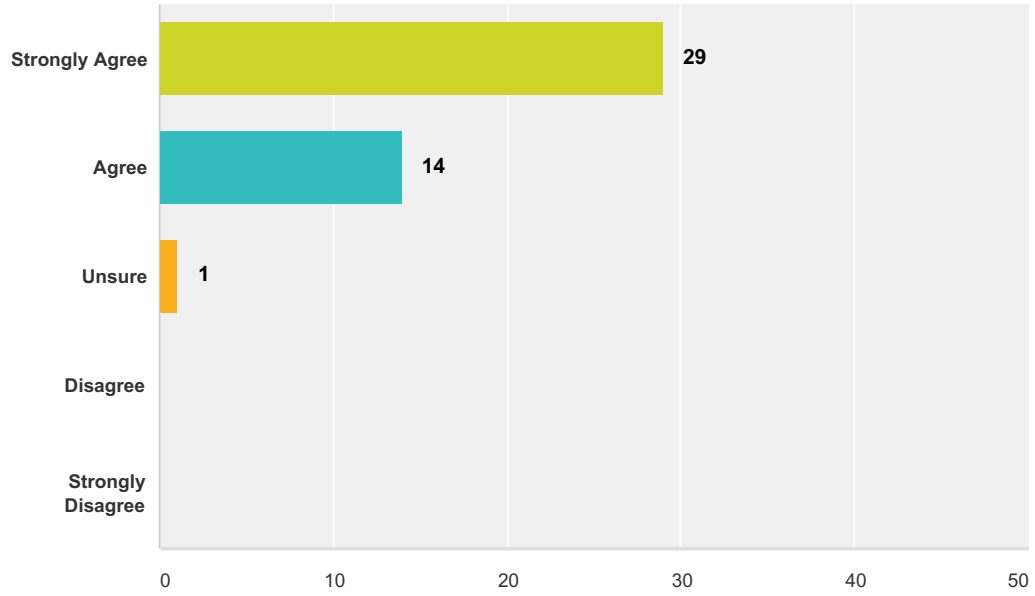


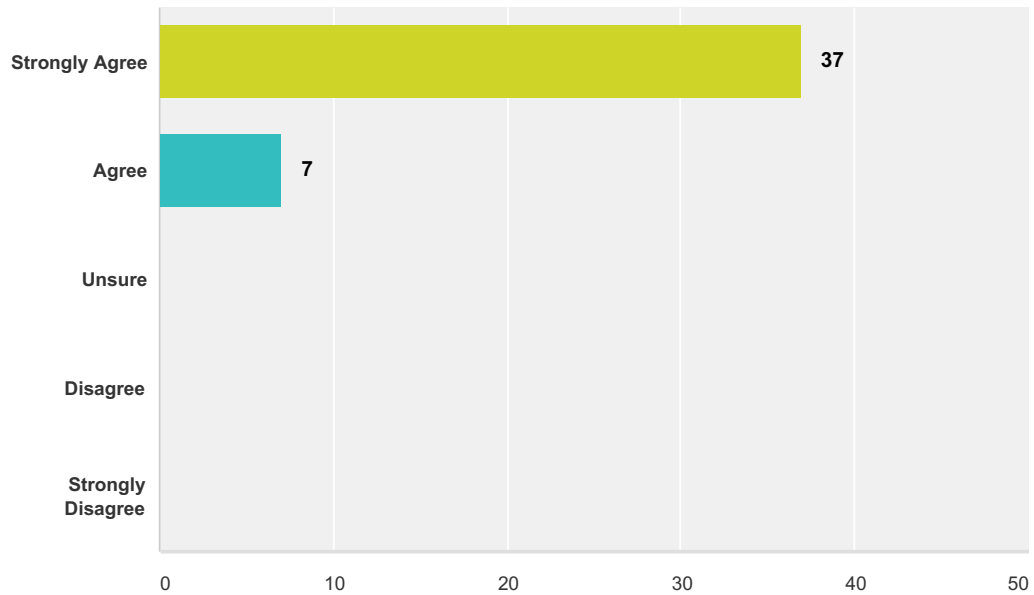
Q2 The information and resources from the Gender Spectrum training are relevant to my work.

Answered: 44 Skipped: 0



Q3 The presenter(s) answered questions or responded to comments in a respectful and helpful manner.

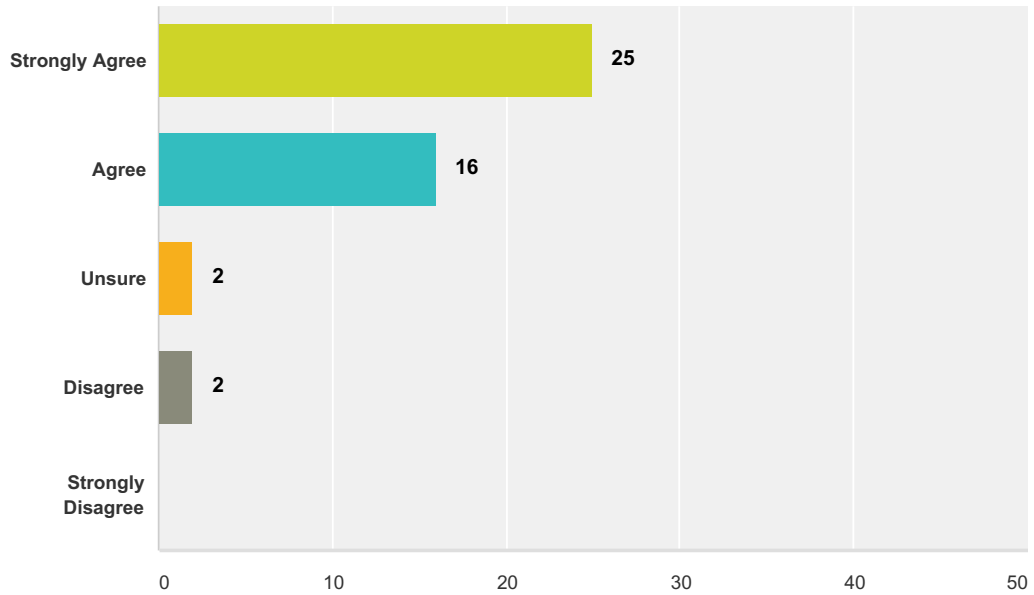
Answered: 44 Skipped: 0



#	Please share any feedback you may have	Date
1	Excellent information. Beautifully delivered.	11/4/2016 6:31 AM
2	Excellent speaker with really useful info	10/31/2016 9:15 AM
3	The presenter was an expert on gender and provided great responses to tough questions.	10/28/2016 6:28 AM
4	Loved his consistency and manners of keeping potential parent/administrator/community people conversations focused and clear.	10/28/2016 6:15 AM
5	Presenter was polite and helpful, but overall bias was very obvious!	10/28/2016 6:06 AM
6	I appreciated that he referred to MI staff	10/28/2016 5:40 AM
7	Joel is amazing! Thank you for being truthful about the safety of all students!	10/28/2016 5:32 AM
8	Great workship. It showed us the concepts in action.	10/28/2016 5:32 AM
9	Very informative presentation	10/28/2016 5:29 AM
10	great practical strategies and responses provided	10/27/2016 12:29 PM
11	Joel was hands down, the best presenter I have ever heard speak. I don't mean specific to education or gender work, I mean of everything speaker I have ever heard, Joel had the best mix of information and delivery. I feel so much better about the topics we discussed and am happy to take this information back to my district.	10/27/2016 12:27 PM
12	He provided supportive responses on how to "respond" to "what if" questions.	10/27/2016 12:00 PM

Q4 After this training I will use gender inclusive language and strategies when talking with children and youth. (i.e., Let students know that there are many ways to be a boy or a girl; Avoid pairing or lining up students by boys and girls.)

Answered: 44 Skipped: 0



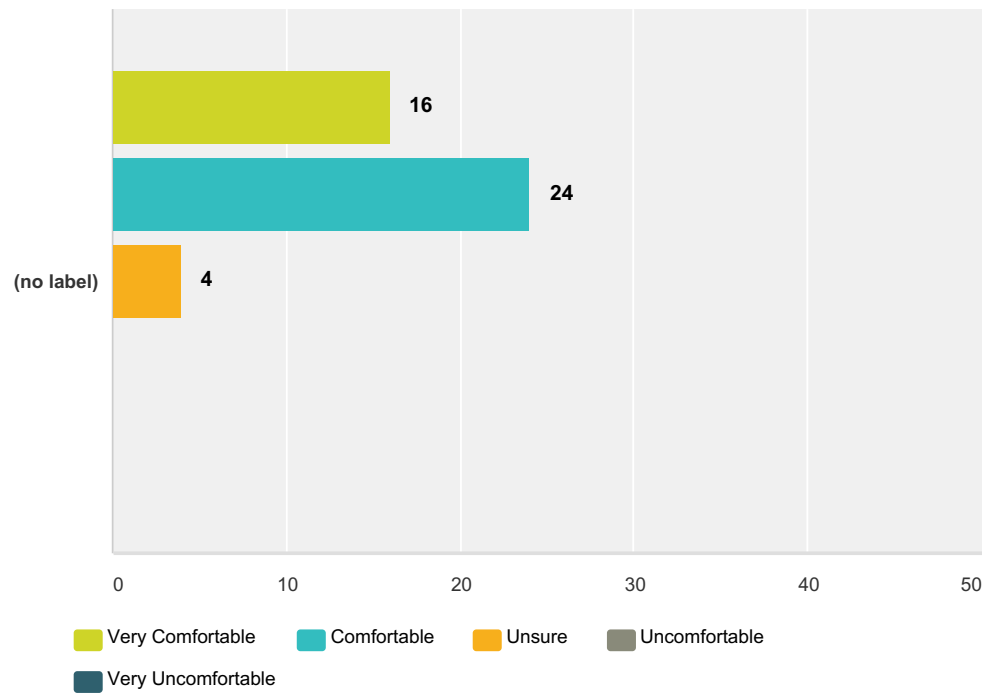
Q5 These questions relate to practices related to education and gender.

Answered: 43 Skipped: 1

	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	Total
I am aware of strategies to be gender-inclusive through existing curriculum and/or other classroom activities.	39.53% 17	46.51% 20	13.95% 6	0.00% 0	0.00% 0	43
I am aware of strengths and limitations in our school's policies, practices, or procedures in relation to gender.	37.21% 16	51.16% 22	11.63% 5	0.00% 0	0.00% 0	43
Because of this training, I will use gender inclusive language and strategies when talking with children and youth. (i.e., Let students know that there are many ways to be a boy or a girl; Avoid pairing or lining up students by boys and girls.)	51.16% 22	41.86% 18	4.65% 2	0.00% 0	2.33% 1	43
I have the knowledge and skills to support a transgender/gender expansive student.	34.88% 15	60.47% 26	4.65% 2	0.00% 0	0.00% 0	43

Q6 How comfortable would you be helping children and youth understand the difference between patterns and rules with regard to gender expression and gender identity (i.e., Having conversations such as: Do most boys play with dolls? Can some boys play with dolls? Do most girls play football? Can some girls play football?)

Answered: 44 Skipped: 0



Q7 The following statements address the impact of this training on your knowledge and understanding of gender diversity.

Answered: 44 Skipped: 0

	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	N/A: Before this training I already had a deep understanding in this area.	Total
This training changed or deepened my understanding of gender diversity as it relates to youth and children	54.55% 24	40.91% 18	0.00% 0	0.00% 0	2.27% 1	2.27% 1	44
This training deepened my understanding of my own gender.	34.09% 15	25.00% 11	4.55% 2	11.36% 5	2.27% 1	22.73% 10	44
As a result of this training, I can identify ways to be gender-inclusive in curriculum and/or other classroom activities.	36.36% 16	54.55% 24	6.82% 3	0.00% 0	0.00% 0	2.27% 1	44
As a result of this training, I am more aware of strengths and limitations in our school's policies, practices, or procedures in relation to gender.	38.64% 17	52.27% 23	4.55% 2	0.00% 0	0.00% 0	4.55% 2	44

#	Please share any specific steps that you might take as a result of this training or steps you already took prior to this training.	Date
1	Continue to be a parent advocate for gender inclusion in my child's school district	11/4/2016 2:05 PM
2	Having conversations with adults about this training and how it has impacted my thinking	11/4/2016 7:27 AM
3	Sharing the information, statistics and impact on a gender identity questioning child.	11/4/2016 6:55 AM
4	Changes to enrollment forms requesting gender offering other box	11/4/2016 6:31 AM
5	Make greater effort to practice using new skills in relation to this PD's content.	11/2/2016 9:57 AM
6	I will provide a training for co-workers in this area using resources from your organization and from the State of MI. Dept. of Education	10/28/2016 11:55 AM
7	I will be using this information to educate other educators on gender and how to become more gender inclusive.	10/28/2016 6:28 AM
8	I have made a concerted effort to limit and eliminate gender specific language. As a choral director, I am working to shift my descriptors to voice-part specific wording rather than my 40-odd years of binary influenced training. :)	10/28/2016 6:15 AM
9	I was curious about the bathroom and locker room issues, and while I appreciate that kids should be able to go into whatever bathroom they feel fits their gender, I'm wondering about legal issues surrounding this. I know that a separate, individual restroom needs to be available, but Joel also said that most of the kids that this affects don't want to use these spaces because of the stigma, so I'm not really sure where that leaves us.	10/28/2016 6:13 AM
10	Write all media releases, brochures and social media posts in a gender inclusive fashion.	10/28/2016 5:32 AM
11	I plan to share this information and take steps to get training for district staff, particularly in our preschool and elementary programs.	10/28/2016 5:32 AM
12	I coordinate and train a program for middle and high school students to be peer helpers. I will incorporate this information into that training.	10/28/2016 5:26 AM
13	I will be meeting with the elementary and middle schools in my district in order to discuss what was learned today, and to inform them of the curriculum that is available to them in order to begin guiding our students towards more inclusive language and practices. I will also be implementing the GSP for the elementary, middle school and high school buildings who have transgender students in need of support.	10/27/2016 3:16 PM
14	be a strong influence on the central office and school board to move forward with developing a policy	10/27/2016 12:29 PM
15	My role is as a communicator for the district, so I can help shape the planning portion and better arm the district as well as help deliver the proper messaging about the issues at hand. I plan to present this back to my team and help our districts put strategies in place.	10/27/2016 12:27 PM

Q8 The following statements address the impact of this training on your professional roles.

Answered: 44 Skipped: 0

	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	Total
As a result of this training I will take steps to be more gender inclusive with students	56.82% 25	36.36% 16	4.55% 2	2.27% 1	0.00% 0	44
Because of this training I will be more likely to be an advocate to make my school or workplace more gender inclusive	56.82% 25	38.64% 17	2.27% 1	2.27% 1	0.00% 0	44
Because of this training, I will be able to better support transgender and gender-expansive students	59.09% 26	38.64% 17	2.27% 1	0.00% 0	0.00% 0	44

#	Please provide any examples of additional structural, instructional or interpersonal actions you plan to take as a result of this training.	Date
1	As a parent advocate I can be an example to others, including my child, on inclusion and acceptance.	11/4/2016 2:05 PM
2	sharing information learned.	11/4/2016 6:55 AM
3	Continue to keep culture, climate, and meeting the needs of LGBT youth in the forefront.	11/2/2016 9:57 AM
4	Using gender inclusive language during my trainings	10/28/2016 6:28 AM
5	We will be presenting this information to our school counselors, social workers and social justice staff to put in a plan for when we do have students who identify their gender in something other than M/F.	10/28/2016 6:15 AM
6	I will ask how students prefer to be addressed as regularly as I can.	10/28/2016 5:32 AM
7	I will discuss this issue with friends and colleagues.	10/28/2016 5:26 AM
8	Continue to inform myself of the many resources that are available to me and my students as we work towards a more gender inclusive school environment.	10/27/2016 3:16 PM
9	sharing and informing the counseling cohort in our district.	10/27/2016 12:29 PM
10	We will help write plans and processes for our district as well as help them prepare to communicate with families.	10/27/2016 12:27 PM

Q9 Children and youth in my school or organization would benefit from learning about each of the following:

Answered: 44 Skipped: 0

	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	Total
Components of authentic gender (Biological sex, gender expression, and gender identity)	56.82% 25	40.91% 18	0.00% 0	2.27% 1	0.00% 0	44
Respect for gender diversity	72.73% 32	25.00% 11	0.00% 0	2.27% 1	0.00% 0	44
Examples of gender diversity within different cultures and communities	65.12% 28	27.91% 12	2.33% 1	2.33% 1	2.33% 1	43
Examples of transgender and gender expansive people in history	59.09% 26	31.82% 14	4.55% 2	2.27% 1	2.27% 1	44

Q10 Which of the following might slow down your school's efforts to becoming a more gender inclusive school: (Check all that apply)

Answered: 43 Skipped: 1

Answer Choices	Responses
Fear of parental dissatisfaction	76.74% 33
Children or youth with whom we work are too young to fully understand this material	4.65% 2
Lack of time in curriculum	41.86% 18
Religious objections	39.53% 17
Adults in the building lack time or resources	39.53% 17
Lack of support from school or district administrators	25.58% 11
We need to focus more on academic priorities	11.63% 5
This is not an area that we should be addressing with students	4.65% 2
None of the above. I think we're in good shape to move forward!	13.95% 6
Total Respondents: 43	

#	Other (please specify)	Date
1	Lockerroom Use Issue - #1 Issue	11/4/2016 6:31 AM
2	Societal reluctance in our community to address the issue.	10/28/2016 6:15 AM
3	The technical end needs some work; I'm glad to hear a work group has been formed	10/28/2016 5:40 AM
4	Board of Education	10/28/2016 5:09 AM
5	pushback from some of the members of the community	10/27/2016 3:16 PM
6	Our district has a culturally responsive strategic plan - our plan includes gender	10/27/2016 12:00 PM
7	There are some issues that are barriers to change in general...not just because it is about gender equity, inclusion, or identity.	10/27/2016 11:48 AM

Q11 What did you most value from this training?

Answered: 31 Skipped: 13

#	Responses	Date
1	The change to network with other Michigan colleagues.	11/5/2016 3:49 PM
2	I loved that Joel gave scripting examples to common fears people have, and that her provided Gender Spectrum tools that can be used by schools.	11/4/2016 2:05 PM
3	The spectrum of gender over the binary system	11/4/2016 7:27 AM
4	definitions and outlines of gender explorations	11/4/2016 6:59 AM
5	A new perspective on gender and the discussion around gender.	11/4/2016 6:55 AM
6	The examples, lanuague - example of segregated bathrooms is very powerful	11/4/2016 6:31 AM
7	The idea of gender diversity on the spectrum.	11/3/2016 12:48 PM
8	I must say that I valued the entire training, the presenter, and content.	11/2/2016 9:57 AM
9	Seeing gender issues successful addressed and in action. Plus, excellent materials and empathic trainor.	10/31/2016 9:15 AM
10	The reminder that gender identity and sexual identity are two different things.	10/31/2016 7:22 AM
11	The definitions on how gender is different in all people	10/28/2016 11:55 AM
12	The idea of breaking down gender into the three spectrums was a new idea to me and very informative.	10/28/2016 8:37 AM
13	Illustrating how gender impacts ALL students and is directly connected to incidents of bullying.	10/28/2016 6:52 AM
14	The introduction of a gender plan.	10/28/2016 6:41 AM
15	This training completely changed my way of thinking. I admit that I came into it with very little knowledge of transgender/gender issues and mistakenly equated gender with sexuality. I also came into it with deep religious beliefs about sexuality, so I was worried that the training would be at odds with those beliefs. Almost instantly, Joel clarified and addressed these issues, and I began to really understand gender for the first time. I was able to relate the material to my own experiences and those of others I know. I also have a much better understanding of transgender issues now. I so appreciated being able to hear from real people through the video clips. I'm grateful to Joel for sharing his insight, humor, and knowledge. I now feel equipped to help schools through the process of gender communications. More importantly,I've changed my beliefs around gender and feel I'm a better, more compassionate person than I was yesterday.	10/28/2016 6:35 AM
16	The responses Joel used to questions about gender were most helpful. I found it beneficial to hear him answer some of the tough questions because I will be faced with those questions in my role.	10/28/2016 6:28 AM
17	The consistent focus that this is GENDER, not sexual orientation, and keeping re-focusing the conversations about objections that they are based on a persons' feelings and fears, and those can be addressed while protecting and serving ALL students.	10/28/2016 6:15 AM
18	Understanding the differences between gender and sexuality, or biology.	10/28/2016 6:13 AM
19	The information on the Gender Support Plan was great as that was relevant to what my district is currently trying to create.	10/28/2016 6:02 AM
20	The current video's selection on children's thoughts.	10/28/2016 5:56 AM
21	The focus on the student and all students. The references back to different groups who have been segregated in the past. I liked the comprehensive plan to support the students as well.	10/28/2016 5:40 AM
22	I valued the examples of how to respond to individuals who may be confusing gender identity or expression with sexual preference.	10/28/2016 5:32 AM
23	Knowledge about the research that has been done about this population's needs. Considerations for developing universal strategies for gender inclusion.	10/28/2016 5:32 AM
24	The Dimensions of gender and the model	10/28/2016 5:29 AM

MI School Public Relations Association - Gender Spectrum 10/27/16 Training Evaluation

25	The information and discussion	10/28/2016 5:26 AM
26	Definition of transgender and understanding of how we live in a binary society.	10/28/2016 5:22 AM
27	The clarity of the topics. The level of experience of the facilitator. The fact that there were people present who were not only knowledgeable, but able to assist with the presentation and offer specific resources that would further our goals in becoming gender inclusive schools.	10/27/2016 3:16 PM
28	practical discussion and valuable resources	10/27/2016 12:29 PM
29	Some the deeper understanding of the legal obligations for the districts so we will be better prepared.	10/27/2016 12:27 PM
30	Very well thought out. Sharing contacts in the area was helpful. Networking in general is a huge plus.	10/27/2016 11:48 AM
31	Better understanding of gender identity and difference between sexual orientation and gender expression	10/27/2016 11:08 AM

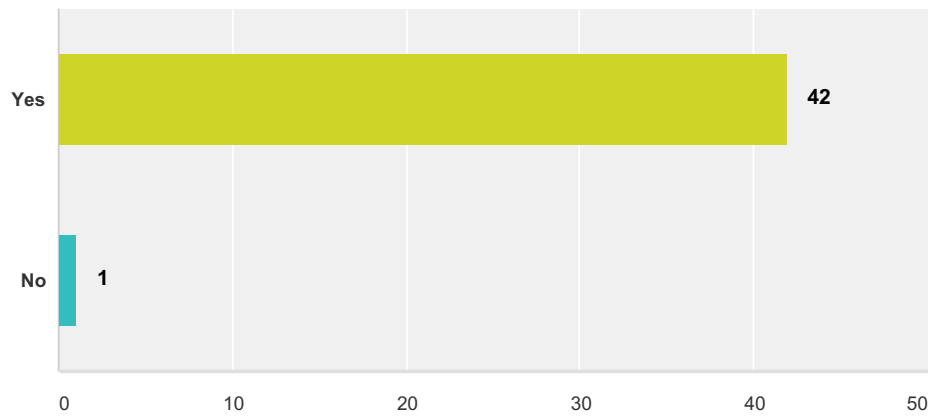
Q12 What would have improved this training? Is there anything you wished had been included that was not addressed? Is any follow-up needed?

Answered: 21 Skipped: 23

#	Responses	Date
1	It could have been less didactic and include more opportunities for practice and skills building.	11/5/2016 3:49 PM
2	Thinking about our school district, I feel they want more of a step-by-step plan from policy to implementation and staff training. I'm not sure they are comfortable formulating or putting together the resources themselves.	11/4/2016 2:05 PM
3	Joel did a great job. I can't think of anything at this time.	11/4/2016 7:27 AM
4	more specifics on how to implement curricular shifts to accommodate this.	11/4/2016 6:59 AM
5	Wish we could have had the powerpoint to refer back to and handouts of the plans.	11/4/2016 6:55 AM
6	Real life problems provided by the audience that Joel would provide language on how to resolve.	11/4/2016 6:31 AM
7	The opportunity to practice using the skills to address these issues effectively... perhaps through the use of scenarios or vignettes with time for it to be modeled and then practiced with a partner.	11/2/2016 9:57 AM
8	More testimonial accounts of the work Gender Spectrum has done, or things that districts they have worked with have encountered.	10/28/2016 8:37 AM
9	More specific lesson plans would be great!	10/28/2016 6:52 AM
10	I felt like the lunch presentation was lackluster. I would have liked to hear the NPR story.	10/28/2016 6:35 AM
11	There could be more specific working with pair/share, small group activities that work out the discussion points and strategies to address potential problems. The folks from Portage were charming, but the discussion of what they did/accomplished was rather vague and how they implemented their plan even less clear. I applaud them for their work, but would have liked a cleared picture of the details and perhaps an action plan to follow.	10/28/2016 6:15 AM
12	The setting was less than desirable. The temp in the room and the crowded-ness. Also, there was little time for collaboration. Larger space with groups of tables would have been nice.	10/28/2016 6:02 AM
13	N/A	10/28/2016 5:56 AM
14	Further clarification from MI in regards to athletics would have been helpful	10/28/2016 5:40 AM
15	I would love for Joel to come to our school and work with our team directly. It would be wonderful for him to come back and provide a training with the Michigan Department of Education to provide a special training for school administrators and school board members.	10/28/2016 5:32 AM
16	With a different audience, perhaps administrators and student support professionals, a nuts and bolts - how to assess and build capacity for doing workshops and sustaining the change. Training the trainers.	10/28/2016 5:32 AM
17	How to get other teachers and staff on board and involved.	10/28/2016 5:29 AM
18	none	10/28/2016 5:26 AM
19	I would appreciate a copy of the slides-there were excellent stats and quotes that would assist me with beginning this conversation in our district; however, there is a wealth of knowledge on the "gender spectrum" website that was given.	10/27/2016 3:16 PM
20	more is always better on this topic. It will be on me to find those opportunities and dig into the Gender Spectrum website. I'd like to talk more about addressing coaches and athletes.	10/27/2016 12:29 PM
21	Not at all.	10/27/2016 12:27 PM

Q13 Would you recommend this workshop to others?

Answered: 43 Skipped: 1



Q14 What position best describes your role at your school?

Answered: 33 Skipped: 11

Answer Choices	Responses	
Administrative Staff	36.36%	12
Building or District Administrator	27.27%	9
Bus Driver	0.00%	0
Coach	0.00%	0
Counselor/Social Worker	12.12%	4
Custodial/Maintenance Staff	0.00%	0
Librarian	0.00%	0
Nurse	0.00%	0
Parent	9.09%	3
Psychologist	0.00%	0
Teacher - Pre-K	0.00%	0
Teacher - K-2	0.00%	0
Teacher - 3-5	0.00%	0
Teacher - 6-8	0.00%	0
Teacher - HS	21.21%	7
Teacher - Other	0.00%	0
Total Respondents: 33		

#	Other (please specify)	Date
1	Program administrator	11/5/2016 3:49 PM
2	Communications Director	11/4/2016 6:55 AM
3	PR	11/4/2016 6:31 AM
4	Communication Specialist	11/3/2016 2:33 PM
5	Communications/ Social media	10/31/2016 9:15 AM
6	Community org	10/31/2016 7:56 AM
7	State Consultant	10/31/2016 7:16 AM
8	Regional School Health Coordinator	10/28/2016 6:28 AM
9	communications professional	10/28/2016 6:13 AM
10	Communications	10/28/2016 5:32 AM
11	Regional School Health coordinator and PAL coordinator and trainer	10/28/2016 5:26 AM
12	Secretarial Support Staff	10/28/2016 5:22 AM
13	Reproductive Health Supervisor; LGBTQ Club Facilitator	10/27/2016 3:16 PM
14	ISD/RESA communications	10/27/2016 12:27 PM

MI School Public Relations Association - Gender Spectrum 10/27/16 Training Evaluation

15	Communications Director	10/27/2016 11:08 AM
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Q15 Which of the following best represents your race or ethnicity? (Check all that apply)

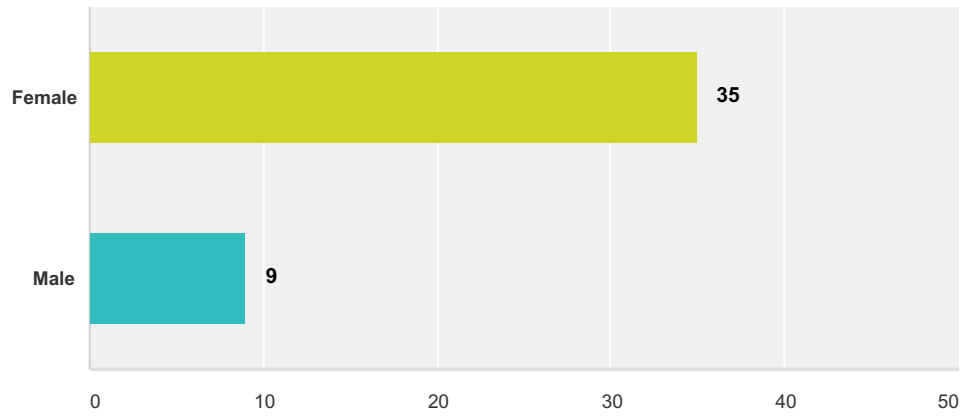
Answered: 44 Skipped: 0

Answer Choices	Responses
Asian or Asian American	0.00% 0
Black or African American	6.82% 3
Latino/a or Hispanic	2.27% 1
Multiracial	0.00% 0
Native American or American Indian	0.00% 0
Native Hawaiian or other Pacific Islander	0.00% 0
White/Caucasian	86.36% 38
Decline to Answer	4.55% 2
Total Respondents: 44	

#	We know that there are many other ways that people define their race and ethnicity. If you define your race and ethnicity differently than the above choices, please let us know here.	Date
1	Human	10/28/2016 5:22 AM

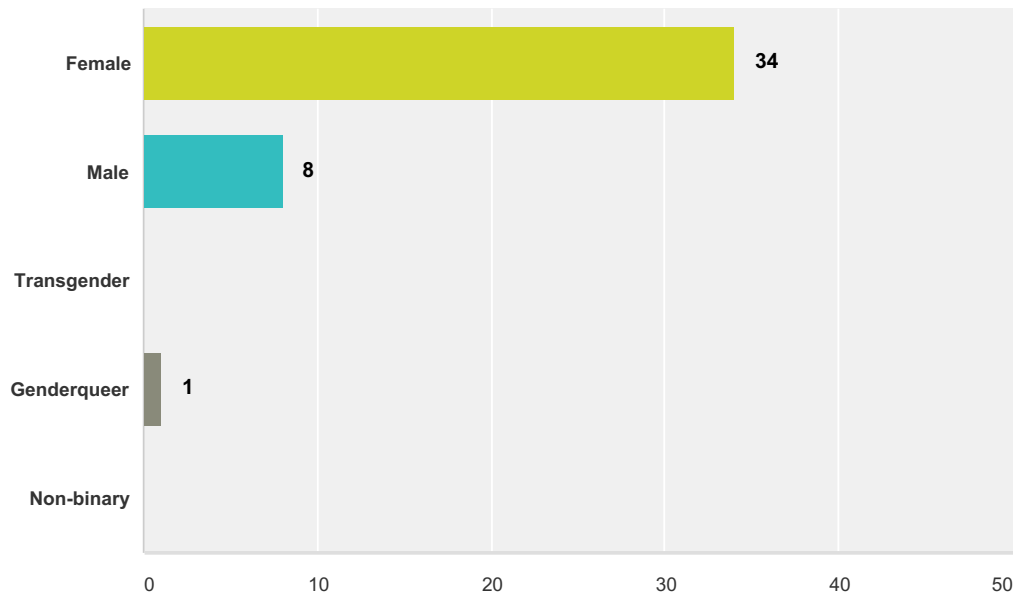
Q16 What sex were you assigned on your original birth certificate?

Answered: 44 Skipped: 0



Q17 How do you describe yourself?

Answered: 43 Skipped: 1



#	• We know that there are many other ways that people define their gender. If you define your gender differently than the above choices, please let us know here.	Date
1	Cis-Gender Gay Male	10/28/2016 6:15 AM

Q18 We invite you to add any additional comments here.

Answered: 19 Skipped: 25

#	Responses	Date
1	I appreciate that the SBE reps were at the meeting providing resources and offering help, as well as the GSA rep! As many resources like this in one room for people to make contact with is very effective! I also loved the real-life example that Jay Maddox presented. The more schools hear of other schools being inclusive they may finally do the same!	11/4/2016 2:05 PM
2	Thank you for coming to Michigan and for supporting this effort around the world!	11/4/2016 7:27 AM
3	Thank you for coming to Michigan! We are a very conservative state and the community back lash for even talking about these issues is difficult to maneuver. I feel more able to handle the objections.	11/4/2016 6:31 AM
4	Thank you for bringing Gender Spectrum to the Lansing area!	11/2/2016 9:57 AM
5	Wonderful workshop - thank you MSPRA and Gender Spectrum!	10/31/2016 9:15 AM
6	Joel and the Gender Spectrum are doing great work! Thanks for having us	10/31/2016 7:56 AM
7	This is BY FAR one of the best trainings I have ever attended. Thank you!	10/28/2016 6:52 AM
8	Joel's knowledge and passion are contagious and he delivered the content in an easy to understand manner. Great workshop!	10/28/2016 6:28 AM
9	Thank you for offering this. We got the word because of a GSA - oriented List Serve, so it is a bit of "preaching to the converted", so to speak. This workshop and more could be repeated and presented with a larger chunk of the community, especially school counselors, social workers, psychologists, and most definitely administrators and Board Members. Thanks for making this one happen.	10/28/2016 6:15 AM
10	Be sure not to be guilty of the same things you "preach" in your presentation...acceptance! The most amazing part of the day was when you decided for us which evidence (data) was credible and which evidence was not...sounds like to me you only accept data that is inline with your opinions!	10/28/2016 6:06 AM
11	I would recommend this workshop if the location and space constraints were different.	10/28/2016 6:02 AM
12	I thought the presentation was very engaging and gave an abundance of helpful information. I'm still trying to wrap my head around all of the information but I appreciate the opportunity to learn more and find more ways to support our students.	10/28/2016 5:40 AM
13	It was a great experience. I am excited to do the work to make sure all children are safe to learn	10/28/2016 5:32 AM
14	I would be very interested in learning more and using any resources I can to show teachers and administration that we need to make some changes in our district. I wish we could have Joel come to our school! He was great!!	10/28/2016 5:29 AM
15	The workshop was awesome, but the room was uncomfortable and crowded.	10/28/2016 5:26 AM
16	Thank you so much for bringing Joel here. The presentation was time well spent!	10/27/2016 3:16 PM
17	Thank you for a most valuable day.	10/27/2016 12:29 PM
18	Again, this was a great experience to learn about gender in this way. If only everyone could hear this topic put in this way. THANK YOU!	10/27/2016 12:27 PM
19	Thank you.	10/27/2016 11:48 AM