Documenting Gendered Spaces: New Jersey School Districts

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The Leadership Scholars Certificate Program is a two-year selective, interdisciplinary certificate program that prepares Rutgers undergraduate women to be informed, innovative, and socially responsible leaders.

Leadership Scholars design and implement social action projects to expand their understanding of issues and problems and to develop leadership skills.

This project gives Scholars the opportunity to apply the theoretical knowledge they have gained about leadership, advocacy, and social change with the practical and experiential knowledge they have developed about a particular policy issue or problem through the field site placement. It also further develops leadership skills by giving undergraduates the opportunity to practice leadership through action.

To find out more please visit the Institute for Women’s Leadership’s website at http://iwl.rutgers.edu.
LGBTQ+ Safe Spaces for gender non-conforming students lack proper media attention and educational resources in many localized areas.

This project aims to:
- Increase public awareness of the disproportionate conditions of gendered spaces across various school districts in New Jersey by organizing a photo journal documenting the physical locations of gendered areas such as all-gender bathrooms
- Educate students and constituents on the local regulations and laws through media outlets and resources
Financing and Maintenance of Public Schools

Public School Funding:
- Many states have vague or nonexistent laws surrounding gender non-conforming restrooms in public schools
- "Top-down initiatives," or "bottom-up strategies," or "a combination of both" has failed to "systematically change "practices and behaviors in large numbers of schools" (Dimmock)

Drive for Reform:
- Driven by individual teachers/constituents
- Lack of media attention
- Vague/complex laws/regulations
- Implementation from federal/state level → local level: often incomplete and up to interpretation
Gender Neutral Bathrooms and Legislation

- **Federal Standards**
  - No federal standards, left to states

- **State Standards (Varies)**
  - Maine: students "must be permitted to use the toilet, locker room, and shower facilities corresponding to their gender identity," ("Restrooms and Facilities.")
  - Connecticut "may be provided access to a reasonable alternative restroom such as a single stall "unisex" restroom or the health office restroom." ("Restrooms and Facilities.")

- **New Jersey Legislation**
  - "New Jersey Law Against Discrimination ("NJLAD"), states that it is unlawful to discriminate on the basis of "gender identity or expression."
  - "[a]ll students are entitled to have access to restrooms, locker rooms and changing facilities in accordance with their gender identity to allow for involvement in various school programs and activities," (Bill A3164)
And so...

**Goal**
Greater awareness of the inequality of gendered spaces across school districts and possible regulation

**Product**
A photo journal and articles/resources pertaining to documenting gendered spaces in schools

**Purpose**
Provide safe spaces for gender non-conforming youth to access in public schools
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<tr>
<th>Summer</th>
<th>September</th>
<th>October</th>
<th>November</th>
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Partnerships

Princeton Public Schools
Live to Learn, Learn to Live

HiTOPS
SEX EDUCATION & SUPPORT FOR ALL YOUTH
Feminist leadership must actively work towards changing patriarchal structures and social norms that harm minorities. It is not enough to be a woman and a leader to be considered women’s leadership. One must address the presumptive values that hold our society in place.

- Challenging societal norms
- Assessing governmental policy and regulation
- First-hand documentation of implementation
## Conducting Research

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<thead>
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<td>- Top level analysis</td>
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<td>- State/local regulation</td>
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“Along with... generalized equity training given to the staff on aspects of identity among students (such as LGBTQ+ or cultural equity), there are also educational measures given to parents and students on racial and gender biases. Students have both reactionary methods of dealing with instances of mistreatment through filing a Harassment, Intimidation, and Bullying (HIB) complaint, or preventative measures, such as communicating prospective concerns to a counselor.”
Outreach and Dissemination

Outreach to Organizations:
- The Daily Targum
- SAS
- HiTops

Dissemination:
- Website/Blog
  - https://ec9076.wixsite.com/documenting-gendered
- Articles

Documenting
Gendered Spaces in
New Jersey School
Districts: Coming Soon
A blog dedicated to documenting resources for gender non-conforming and trans youth in public schools
We are almost ready to launch! Be the first to know
Enter your email:

Subscribe

Twitter
LinkedIn
Facebook
The Final Product

Impact:

Now:
- Articles/Research
- Mixed media and submissions
- Published blog post
- Website
- Speaking with community advocates

Future:
- Publication of articles
- Resources
- Further blog posts and outreach
Insight and Lessons Learned

01 Accountability
- Holding government and people accountable for creating inclusive spaces and programs

02 Amplifying Voices and Representation
- Creating spaces for marginalized individuals and communities
- Providing spaces for representation

03 Advocacy and Education
- Advocating for greater resources and education availability
- Advocating for individuals and communities

Personal Lessons:
- Confidence
- Expanding my worldview
- Self-motivation
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Bibliography


