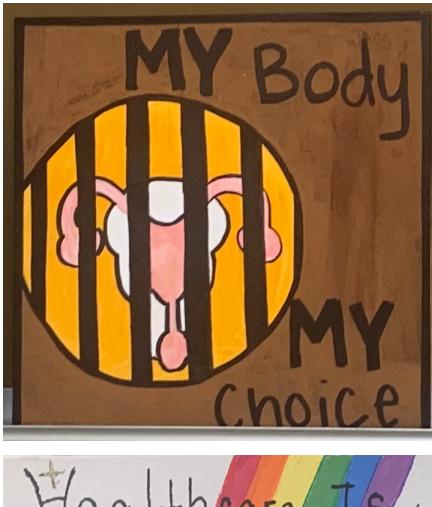
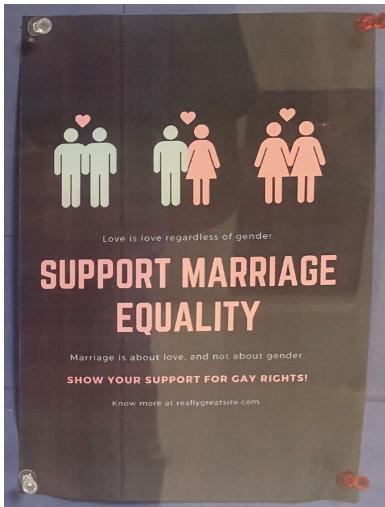


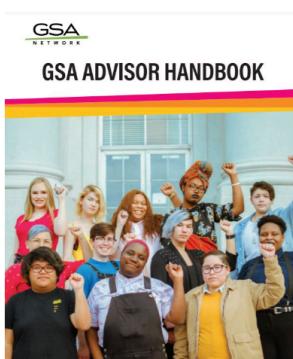
Gender and Sexuality Alliance Visit Report

Sheboygan Falls High School GSA

Edward Brey • November 29, 2022 • Updated September 2, 2023

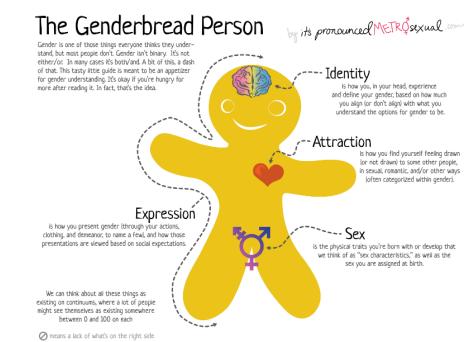


What Do the Colors of the New Pride Flag Mean?



Can I use your preferred name in front of your parents?

- Yes
 - No



Overview

On Friday, September 16, 2022, I observed in person a meeting of the Gender and Sexuality Alliance (GSA) at Sheboygan Falls High School. The GSA met during the school day from 9:34 am to 10:11 am. There were 3 advisors and about 4 boys and 39 girls.¹ The GSA is a district-sponsored club. Its advisors are teachers who are paid by the school for their time advising the club. It is promoted on the school's website, on a hallway display, and in school announcements.

This report documents my concerns as an individual School Board member with the operations of the GSA as they relate to school district policy. My hope is that the administration and Board will share these concerns and take appropriate action. To emphasize, this report is about approach, not people. We are fortunate to have administrators, teachers, and students committed to academic excellence and fostering a safe and welcoming school environment for everyone.

Efforts promoting treatment of all students and staff with dignity and respect, free from bullying and harassment, are an asset to the school, and the GSA's efforts are no exception. The GSA's approach, however, also incurs several liabilities, as this report will describe.

The alliance's focus on gender and sexuality, topics normally presented to students using a community-reviewed curriculum, risks student safety by attracting highly influenceable high schoolers into a lifestyle with high rates of mental illness and suicide. For example, the alliance advertises a non-school counselor who uses an affirming care approach that can lead a student suffering gender dysphoria into a self-fulfilling prophecy with lifelong consequences.

The alliance is supposed to remain neutral, but instead discriminates based on protected classes and engages in political activism, including promoting partisan viewpoints directly related to pending legislation, as do other alliances that it allies with. One trained our teachers with an example of students choosing their pronouns and locker rooms, with parents kept unaware, an example that our teachers have begun to follow.

It's possible that there are further problems; my request for access to materials presented to students during my visit has been only partially fulfilled. As with every aspect of the school, the GSA also has many bright spots. As a practical matter, however, this report addresses the problem areas, since those are where the opportunities for improvement lie.

¹ Students were in and out of the classroom during the period, so the student counts are approximate.

Table of Contents

Overview.....	2
Table of Contents.....	3
Student safety	4
Political activism	9
Alliance with the Sheboygan County LGBTQ Alliance	12
Alliance with GSAFE (state level).....	15
Alliance with GSA Network (national level)	19
Sex-ed instruction	22
Non-discrimination	25
Transparency.....	27
Academic depth	29
Advertising	31
Conclusion	33
Updates	34

Student safety

Students who identify as LGBT are “exponentially more apt to not only think about suicide but also plan and actually attempt suicide”² according to the Wisconsin Department of Public Instruction (DPI). They also have very high rates of self-harm, anxiety, and hopelessness, as documented by the DPI’s 2019 Youth Risk Behavior Survey (YRBS).³

Weighted YRBS Results By Sexual Orientation and Gender Identity		
Behavior	LGBT	Straight-Cisgender
Self-harm (past 12 months)	45.9%	14.6%
Problems with anxiety (past 12 months)	78.3%	45.1%
So sad or hopeless that stopped usual activities (past 12 months)	61.1%	23.9%
Seriously considered suicide (past 12 months)	42.0%	12.3%
Made a suicide plan (past 12 months)	35.4%	9.6%
Attempted suicide (past 12 months)	19.7%	5.7%

LGBT identification is high risk independent of other factors. According to a 2020 *PLoS ONE* study in Europe, sexual minority youth are at high-risk for suicidality “even when controlling for the pupils’ country as well as after adjustment for alcohol and illegal drugs use, bullying, family interaction, school-related stress, economic status, and religiosity”.⁴ Similarly, a 2007 *Journal of LGBT Health Research* study of adults in Minnesota found that “adjusting for discrimination did not significantly reduce mental health disparities”.⁵

High school students are easily influenced by what they perceive as popular or trendy. To protect student safety, the school is responsible to ensure a bandwagon effect doesn’t draw students into the LGBT column on the harmful behaviors chart – students who would otherwise not be in that high-risk column.

² DPI School-based Suicide Prevention Gatekeeper Training, Warning Signs and Risk Factors. https://media.dpi.wi.gov/sspw/av/suicide-prevention/story_html5.html. At slide 2.

³ Wisconsin DPI 2019 Youth Risk Behavior Survey Comparison Tables, Tables by LGBT Status. https://dpi.wi.gov/sites/default/files/imce/sspw/pdf/WI_2019_YRBS_Comparison_Tables.pdf#page=22. At p. 22.

⁴ Gambadauro P, Carli V, Wasserman D, Balazs J, Sarchiapone M, Hadlaczky G (2020) Serious and persistent suicidality among European sexual minority youth. *PLoS ONE* 15(10): e0240840. <https://doi.org/10.1371/journal.pone.0240840>

⁵ Burgess D, Tran A, Lee R, van Ryn M. Effects of perceived discrimination on mental health and mental health services utilization among gay, lesbian, bisexual and transgender persons. *J LGBT Health Res.* 2007;3(4):1-14. doi: 10.1080/15574090802226626. Erratum in: *J LGBT Health Res.* 2008;4(1):43. PMID: 19042907. <https://pubmed.ncbi.nlm.nih.gov/19042907/>

A 2018 Brown University study documented the bandwagon effect, referred to as social contagion.⁶ The study involved children with symptoms of gender dysphoria, defined as “clinically significant distress or impairment in social, occupational, or other important areas of functioning” caused by a mismatch between biological sex and perceived or desired gender identity.⁷ “Most of the parents (80.9%) answered affirmatively that their child’s announcement of being transgender came ‘out of the blue without significant prior evidence of gender dysphoria.’” Parents reported increased social media/internet use prior to disclosure of a transgender identity. Clusters of transgender-identification occurred within friendship groups at more than 70 times the expected prevalence rate.

The World Professional Association for Transgender Health (WPATH) corroborates that “social factors also play a role” in youths’ “gender identity development” as it relates to “the increased number of adolescents seeking care who have not seemingly experienced, expressed (or experienced and expressed) gender diversity during their childhood years.”⁸

A 2022 study in the journal *Pediatrics* presented student survey data that the authors argue stand in contrast to the Brown study;⁹ however, that study was itself controversial, with *City Journal* critiquing its methodology and calling its conclusion “astonishing leap of logic.”¹⁰ Its conclusions were based on self reports of transgender identity, which it noted had declined. By contrast, the Brown study analyzed gender dysphoria, which objective insurance data show has continued to increase, along with gender-altering medical procedures.¹¹

⁶ Littman L (2018) Parent reports of adolescents and young adults perceived to show signs of a rapid onset of gender dysphoria. PLoS ONE 13(8): e0202330. <https://doi.org/10.1371/journal.pone.0202330>

⁷ American Psychiatric Association. “What is Gender Dysphoria?” <https://www.psychiatry.org/patients-families/gender-dysphoria/what-is-gender-dysphoria>. Referring to the Diagnostic and Statistical Manual of Mental Disorders DSM-5-TR.

⁸ Standards of Care for the Health of Transgender and Gender Diverse People, Version 8, WPATH, 23 International J. Trans. Health 2022 S1–S258 (2022). W Id. <https://www.tandfonline.com/doi/pdf/10.1080/26895269.2022.2100644>. At S44–S45.

⁹ Jack L. Turban, Brett Dolotina, Dana King, Alex S. Keuroghlian; Sex Assigned at Birth Ratio Among Transgender and Gender Diverse Adolescents in the United States. Pediatrics August 2022; 150 (3): e2022056567. <https://doi.org/10.1542/peds.2022-056567>

¹⁰ Sapir, L. (2022) Major Flaws in New Study on Pediatric Gender Transition. *City Journal*. (2022). <https://www.city-journal.org/major-flaws-in-new-study-on-pediatric-gender-transition>

¹¹ Respaut, R, Terhune C, Putting numbers on the rise in children seeking gender care, Reuters. Oct. 6, 2022. <https://www.reuters.com/investigates/special-report/usa-transyouth-data/>



Diagnoses of youths with gender dysphoria surge

New diagnoses in the United States of patients ages 6-17



Source: Komodo Health Inc

Puberty blockers

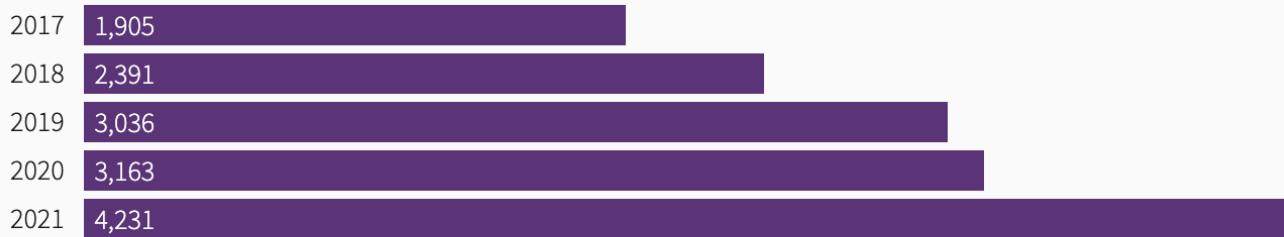
U.S. patients ages 6-17 with a prior gender dysphoria diagnosis initiating puberty blocker treatment



Source: Komodo Health Inc

Hormone therapy

U.S. patients ages 6-17 with a prior gender dysphoria diagnosis initiating hormone treatment



Source: Komodo Health Inc

The Gender and Sexuality Alliance contributes to the bandwagon effect. It's "a LGBTQ+ organization"¹² about gender and sexuality with a Social Committee that plans social events.¹³ Its scope makes likely the lack of diversity among friendship groups that the Brown University study found preceded the high rates of dysphoria and other mental health problems.

The alliance popularizes LGBT-focused celebrities, furthering the bandwagon effect and enticing students into their social media circles. In the meeting I visited, the GSA played a quiz game to name celebrities from clues and flamboyant photos. According to *The Federalist*, "glorifying trans identities" is a step in "manufacturing trans gender kids."¹⁴



Instagram photo of James Charles, one of the celebrities in the GSA's quiz. He has sent sexually explicit messages to children and has faced allegations of grooming.

Manufacturing trans kids wouldn't be nearly so successful were it not for entertainment glorifying trans identities, through YouTube videos, children's shows, video games, and education. Children are attracted (and groomed) through the influence of their peers, social media, and teachers.

It's easy to see why a child who hits a rough period emotionally, or feels socially awkward or isolated, would be drawn to identifying as transgender as a means to acceptance and attention.

Another step is to "affirm the cross-sex identity". The GSA uses subtle messaging about who people "truly are", including that people "should embrace who they are",¹⁵ which in many contexts reinforces a healthy concept of self identity, dignity, and worth. In the gender and sexuality context of the GSA, however, this messaging can be misleading, as it's given without context or warning of the risks of embracing a gender opposite one's sex.

¹² Sheboygan Falls High School website. Athletics, Clubs, & Activities. <https://www.sheboyganfalls.k12.wi.us/schools/high-school/clubs-activities>

¹³ GSA "Officer Positions" slide deck. September 20, 2022.

¹⁴ Heyer, W. How A 10-Year-Old Girl's Mom Saved Her From Going Transgender, *The Federalist*. June 30, 2021. <https://thefederalist.com/2021/06/30/how-a-10-year-old-girls-mom-saved-her-from-going-transgender>

¹⁵ Sheboygan Falls High School Gender and Sexuality Alliance Instagram account. <https://www.instagram.com/sheboyganfalls.gsa/>. Posts <https://www.instagram.com/p/CVLdrE7JRYW/> and <https://www.instagram.com/p/CVLZ2RxJt-c/>.

City Journal cited a Mental Health America survey that quantified the mental health of 11-to-17-year-old transgender youth:

- “93 percent were at risk for psychosis,
- 91 percent exhibited signs of posttraumatic stress disorder,
- 90 percent likely used drugs and alcohol,
- 90 percent experienced moderate-to-severe anxiety, and
- 95 percent experienced moderate to severe depression.”¹⁶

Unquestionably, our school needs to be free of discrimination and bullying, but it must not achieve those goals at the expense of student safety. Fortunately, there is no need to focus on gender and sexuality and risk a bandwagon effect causing students who otherwise would have led normal childhoods to instead suffer gender dysphoria and other mental illness. All students, whether they’re perceived as “normal” or as short, nerdy, not athletic, unintelligent, an ethnic minority, socially awkward, or anything else, deserve a safe and welcoming environment at school.

¹⁶ Rufo, C. (2022) Sexual Liberation in Public Schools. *City Journal*. <https://www.city-journal.org/sexual-liberation-in-public-schools>

Political activism

The GSA's large hallway display case has signs with the messages "Support marriage equality" and "Love is love regardless of gender." Officer posts on the GSA's Instagram account also state, "love is love".¹⁷

These statements are political positions. US congressmen argued recently that "love is love" and for "marriage equality" to support the proposed Respect for Marriage Act.¹⁸ Senator Tammy Baldwin similarly used the terms after the Supreme Court's *Obergefell* decision.¹⁹

Prizes handed to students included pin buttons with LGBT activist messages such as "LGBT+ Equality". While some elements of equality are not controversial, others are, such as marriage equality and whether biological boys should have equal access to girls locker rooms and sports teams.

Since the GSA is a district-sponsored club, it is subject to the district's neutrality policies. Policy 2240 requires that controversial issues "not tend to indoctrinate or persuade

students to a particular point of view". Policy 5722 requires school-sponsored publications, including the GSA display case and Instagram account, be adequately researched and viewpoint neutral. Policy 3210 and Policy 6110 respectively prohibit use of "public property" and "Federal monies" for partisan political activities. By contrast, a non-district-



¹⁷ Sheboygan Falls High School Gender and Sexuality Alliance Instagram account. <https://www.instagram.com/sheboyganfalls.gsa/>. Posts <https://www.instagram.com/p/CVLdrE7JRYW/> and <https://www.instagram.com/p/CVLYljyvWjF/>.

¹⁸ Kate Scanlon, C. (2022). Senate Democrats eye September vote to codify same-sex marriage. August 18, 2022. <https://www.washingtonexaminer.com/news/senate-democrats-eye-september-vote-to-codify-same-sex-marriage>

US House of Representatives website. 'Love Is Love': Sylvia Garcia Champions The Respect For Marriage Act. July 22, 2022. <https://sylviajgarcia.house.gov/media/in-the-news/love-love-sylvia-garcia-champions-respect-marriage-act>. Reference to "marriage equality" is in the linked video.

¹⁹ Baldwin Statement on Supreme Court Ruling on Same-Sex Marriage. June 26, 2015. <https://www.baldwin.senate.gov/news/press-releases/baldwin-statement-on-supreme-court-ruling-on-same-sex-marriage>

sponsored club can espouse political views of its choosing ([Policy 5730](#)), since unlike the GSA it does not meet during the school day and is not provided advisors or a display case at taxpayer expense.

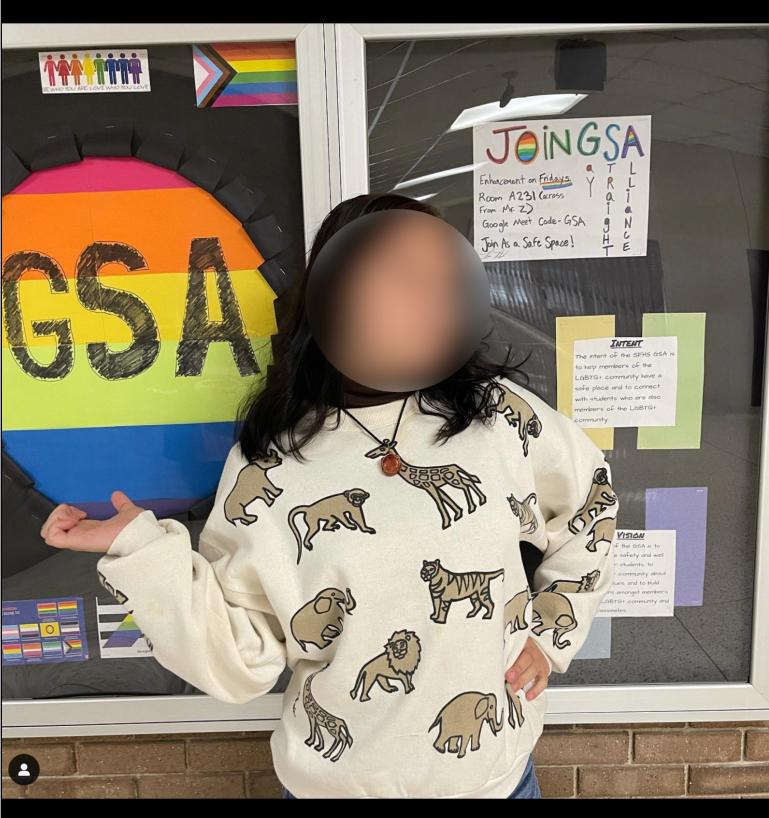


sheboyganfalls.gsa Follow ...

9 posts • 123 followers • 8 following

Sheboygan falls GSA
Hello and welcome to SFHS's Gender Sexuality Alliance insta gram account ❤️❤️❤️

♥️♥️



sheboyganfalls.gsa Follow
my pronouns are she/her and i am the treasurer of gsa club. i deal with the money that our club has or fundraises. i believe that our school struggles with the acceptance of lgbtq+ community members and it should be something that's normal. growing up in madison with lots of diversity, it was different coming here and not seeing that. everyone deserves to be accepted of who they are and it doesn't matter who one loves. i want to be someone people can come to if needed or struggling with something. since being apart of the lgbtq+ community i feel we need to embrace each other and this club helps a lot. whether someone is straight or not this club helps with a lot. love is love and no one should be ashamed of who they truly are

53w

that club sounds pretty gay

3w Reply

34 likes OCTOBER 18, 2021

Add a comment... Post

The classroom where the GSA met has a True Colors Fund “Safe Space” sign in the front of the classroom. According to the True Colors Fund, making a “safe space” includes allowing youth to choose locker rooms and showers “in which they feel comfortable”.²⁰

Political viewpoints are also behind “Safe Zone” signs next to doors of various classrooms in the school. The GSA



²⁰ True Colors United website. Create a Safe Space. <https://truecolorsunited.org/safespace/>

section of the DPI Safe Schools for LGBT Students page includes the GLSEN Safe Space Kit.²¹ According to the kit, “One of the most effective ways for an educator to create a safe space is to be a supportive ally to LGBT students.” It defines an ally as “any person who supports and stands up for the rights of LGBT people.”²² GLSEN defines those rights to include concealing information from parents, being called by student-chosen names and pronouns, and using opposite sex locker rooms.²³



Even to the extent that students and staff perceive “safe space” and “safe zone” signs in general terms, outside an activist LGBT context, they then pose a separate problem of divineness and oneupmanship. Our teachers all work hard to ensure that every classroom is safe. What does labeling some classrooms “safe” imply about the others?

The Gender and Sexuality Alliance functions to “advocate for justice” through “events, speeches, etc.”²⁴ and “achieve justice through education - posters, podcasts, and books”. What materials are used? What safeguards ensure that they do not indoctrinate or persuade students to a particular point of view? Do they involve a discourse that “encourages open-mindedness and is conducted in a spirit of scholarly inquiry” as required by the Controversial Issues policy?

3 Committees



1. **Education:** Focusing on advancing educational justice
 - a. The Education Committee will work together to be informed about current and past LGBTQ issues and strive to achieve justice through education - posters, podcasts, books
2. **Advocacy:** Advocating for justice and awareness of the LGBTQ+ community
 - a. The Advocacy Committee will work together to find ways to advocate for justice and awareness not only in the school environment but in the community as well - events, speeches, etc.
3. **Social/Support:** Developing strategies to create a safe and healthy school environment as well as a social environment for the club that supports one another
 - a. The Social Committee will work together to achieve the goals mentioned above - social events, working together to create a safer environment, and planning ways to support the members of the GSA

²¹ DPI website. Safe Schools for Lesbian, Gay, Bisexual, and Transgender Students. <https://dpi.wi.gov/sspwi/safe-schools/lgbt>

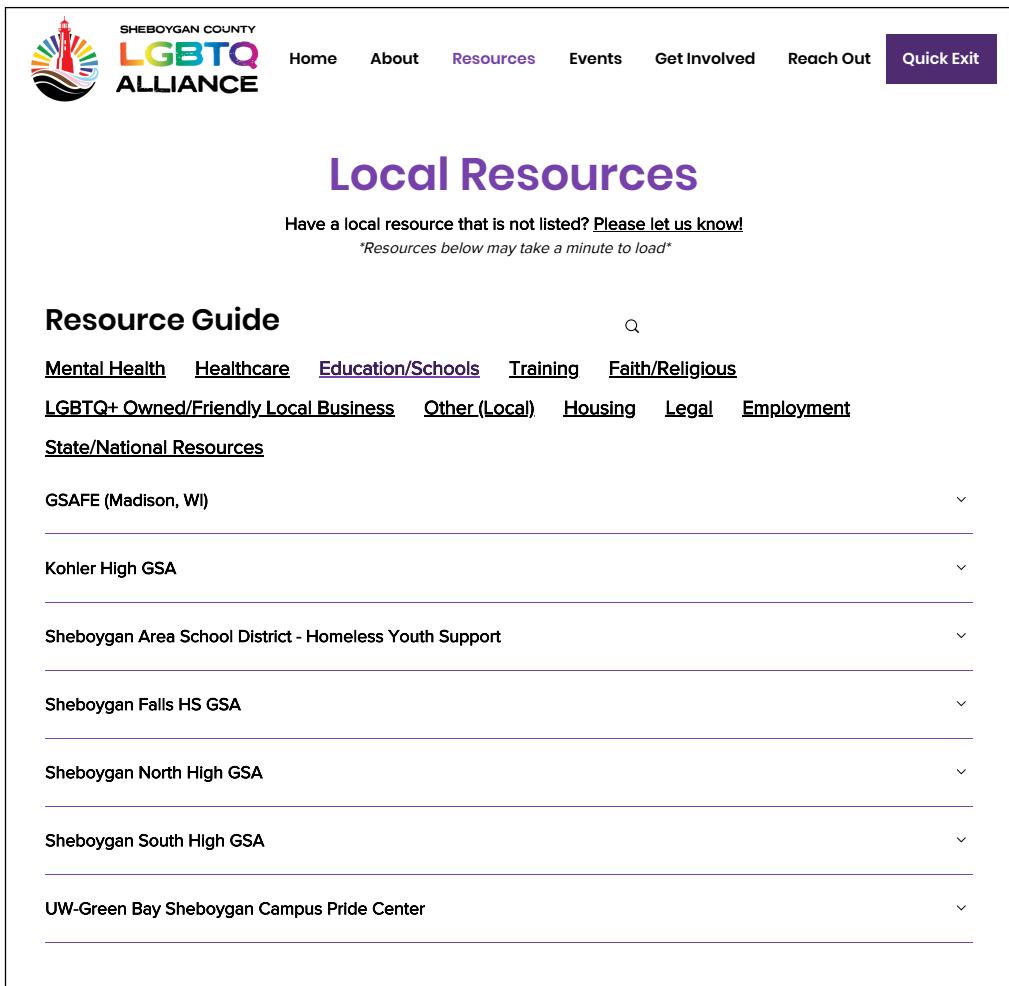
²² GLSEN. Safe Space Kit: Guide to Being an Ally to LGBT Students. At pp. 3, 5. <https://www.glsen.org/sites/default/files/GLSEN%20Safe%20Space%20Kit.pdf>

²³ GLSEN website. LGBTQ+ Student Rights. <https://www.glsen.org/activity/lgbtq-student-rights>

²⁴ GSA “Officer Positions” slide deck. September 20, 2022.

Alliance with the Sheboygan County LGBTQ Alliance

During the meeting, one of the teachers advising the GSA wore a blue shirt with large white lettering that read “Sheboygan County LGBTQ Alliance”. The Sheboygan County LGBTQ Alliance lists the Sheboygan Falls High School GSA as one of four county GSAs.²⁵



The screenshot shows the homepage of the Sheboygan County LGBTQ Alliance. At the top, there is a navigation bar with links for Home, About, Resources (which is highlighted in purple), Events, Get Involved, Reach Out, and Quick Exit. Below the navigation bar is the website's logo, which features a stylized lighthouse or sun icon next to the text "SHEBOYGAN COUNTY LGBTQ ALLIANCE". The main content area is titled "Local Resources" in a large, bold, purple font. Below this title, there is a sub-headline in smaller purple text: "Have a local resource that is not listed? Please [let us know!](#)". Underneath that, in smaller gray text, is the note: "*Resources below may take a minute to load*". A search icon is located in the top right corner of the main content area. The "Resources" section contains a list of local organizations, each with a dropdown arrow to its right. The listed organizations are: GSAFE (Madison, WI), Kohler High GSA, Sheboygan Area School District - Homeless Youth Support, Sheboygan Falls HS GSA, Sheboygan North High GSA, Sheboygan South High GSA, and UW-Green Bay Sheboygan Campus Pride Center.

The Sheboygan County LGBTQ Alliance lists three priorities on its website, the second of which is political in its call to increase “leadership of LGBTQ+ people in local government”. Beyond elections, alliance activism includes issues such as support for Black Lives Matter.²⁶ Its tactics include stereotyping large groups of people. After a school board meeting at one of its ally’s schools, it said of its political opponents, “The majority of the

²⁵ Sheboygan County LGBTQ Alliance website. Local Resources, Education/Schools. <https://www.sheboyganlgbtqalliance.org/resources>

²⁶ Sheboygan County LGBTQ Alliance Facebook page. June 7, 2020 post.

standing-room-only crowd was made up of people who were mobilized by fear and anti-LGBTQ/anti-science/misogynist beliefs".²⁷



SHEBOYGAN COUNTY
LGBTQ
ALLIANCE

Home About Resources Events Get Involved Reach Out Quick Exit

Who We Are & What We Do

The Sheboygan County LGBTQ Alliance exists to help create a fair and inclusive county where everyone is treated with dignity and respect, and where all people live freely regardless of sexual orientation, gender identity or gender expression.



Our Mission & Vision

The Sheboygan County LGBTQ Alliance exists to:

- Raise awareness of the diversity of the LGBTQ+ community
- Address the needs of LGBTQ+ residents
- Build solidarity and allyship
- Support action for intersectional justice

We envision a community that is welcoming, safe, and informed.



Priorities

 <p>Education & Health Ensuring vital service providers have appropriate policies and practices to equitably serve LGBTQ+ students and patients.</p>	 <p>Government & Social Services Increasing representation and leadership of LGBTQ+ people in local government and social service organizations.</p>	 <p>Business & Employment Providing subject matter expertise to businesses and business leaders about LGBTQ+ employees and concerns.</p>
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²⁷ Sheboygan County LGBTQ Alliance Facebook page. Comment on October 25, 2022 post.

GSA VISIT REPORT - EDWARD BREY

13

Policy 9700 clarifies promotion of the Sheboygan County LGBTQ Alliance is not to be construed as an endorsement by the School Board. However, that same policy also requires superintendent approval before a teacher promotes the interests of a non-school related organization.

That approval process is a good opportunity to assess options for how to accomplish the school's noncontroversial goals, such as uphold the dignity of every person, without taking controversial positions in the process. Not everyone agrees with sexual identity politics, race centrism, or broad brushing. By avoiding indirect promotion of those ideas, people with other viewpoints will feel safer and more welcomed in our school environment.



Author

Sheboygan County LGBTQ Alliance

Thank you to folks who wrote, attended, spoke, etc. It was a difficult 3 hours, but in the end, the Board voted to approve adding basic, accurate, up-to-date information about gender identity and sexual orientation to the middle school health curriculum, for now. The majority of the standing-room-only crowd was made up of people who were mobilized by fear and anti-LGBTQ/anti-science/misogynist beliefs, and it was abundantly clear how important it is to VOTE FOR PEOPLE for local office who are reasonable, thoughtful, and committed to equality and respect for all.

Like Reply 5d





Sheboygan County LGBTQ Alliance

October 25 at 9:58 AM ·

...

It's time to SHOW UP for our Trans, Nonbinary, and LGBTQ+ youth! Trans kids are not "a plague"! They're our beloveds. ❤️🏳️❤️

The School Board knows this, parents know this, kids know this. What some fearmongering adults don't seem to understand is that the real plague is misinformation, fear and hate.

The SASD Board meets tonight at 6:00PM at the SASD Administrative Services Building, 3330 Stahl Road in the Board of Education Meeting Room. Public comment begins at 6:15pm.

See you there! And please share!

<https://whbl.com/.../sasd-proposal-concerning.../>



i

WHBL.COM

SASD Proposal Concerning Transgender Content in Middle School Curriculum Sparks Call to Action Tonight

11

20 Comments 5 Shares

Like

Comment

Share

Alliance with GSAFE (state level)

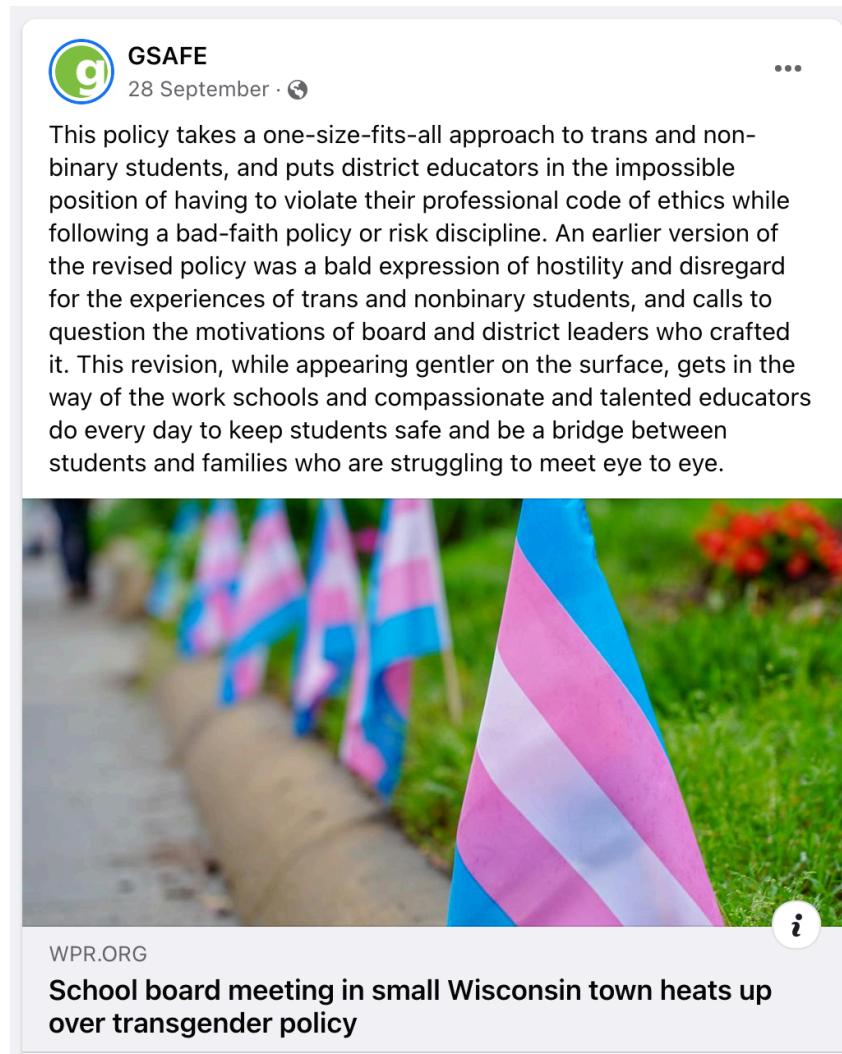
On its Local Resources page, the Sheboygan County LGBTQ Alliance links up to the Madison-based organization GSAFE. Formerly called Gay Straight Alliance for Safe Schools, GSAFE “connects with more than 200 GSAs around the state.” It works closely with the DPI

and is their “go-to organization for issues of school safety for LGBT students”.²⁸ Our middle school lists the GSAFE on the school counselor’s LGBTQ+ Resources page.

According to the DPI, GSAFE’s mission is to “create just schools for LGBTQ+ youth in Wisconsin” through various means including “Supporting Gender and Sexuality Alliances” and “Deepening racial, gender, trans and social justice.”²⁹ The DPI lists as a resource GSAFE’s “10 Steps for Starting a Gay-Straight Alliance”.³⁰ (Last year, our school’s GSA called itself the Gay-Straight Alliance.)

Like the county-level ally, GSAFE engages in political activism. When the Rice Lake Area School District recently proposed a policy to require parental notice and consent for students to change their name or pronouns, they posted that it would violate teachers’ professional code of ethics. Also like the county-level ally, they resorted to an ad hominem attack, accusing those proposing the policy of acting in bad faith.³¹

The DPI pays GSAFE to train teachers in schools throughout the state.³² On February 12, 2020, GSAFE provided training to Sheboygan Falls teachers

A screenshot of a Facebook post from the GSAFE page. The post features a profile picture of a green circle with a white letter 'g'. The text reads: "This policy takes a one-size-fits-all approach to trans and non-binary students, and puts district educators in the impossible position of having to violate their professional code of ethics while following a bad-faith policy or risk discipline. An earlier version of the revised policy was a bald expression of hostility and disregard for the experiences of trans and nonbinary students, and calls to question the motivations of board and district leaders who crafted it. This revision, while appearing gentler on the surface, gets in the way of the work schools and compassionate and talented educators do every day to keep students safe and be a bridge between students and families who are struggling to meet eye to eye." Below the text is a photograph of several small flags with blue, pink, and white stripes (transgender flags) lined up on a path. The caption below the photo reads: "School board meeting in small Wisconsin town heats up over transgender policy".

²⁸ GSAFE website. History. <https://gsafewi.org/about-us/history/>

²⁹ DPI website. GSAFE and Fair Wisconsin LGBT Equality Map. <https://dpi.wi.gov/sped/gsafe-and-fair-wisconsin-lgbt-equality-map>

³⁰ DPI website. Safe Schools for Lesbian, Gay, Bisexual, and Transgender Students. <https://dpi.wi.gov/sspw/safe-schools/lgbt>

³¹ GSAFE Facebook page. September 28, 2022 post. References September 20, 2022 article.

³² DPI website. GSAFE and Fair Wisconsin LGBT Equality Map. <https://dpi.wi.gov/sped/gsafe-and-fair-wisconsin-lgbt-equality-map>

"focused on how to provide a safe, inclusive environment for all students." The training gave as an example surveying students about what pronouns they want the teacher to use. It indicated teachers need to address students by their chosen pronouns, parents should not be notified if a student wants to be the opposite sex, and that students should choose which sex locker room to use.

This semester, multiple teachers in the district issued surveys to students asking their preferred pronouns. One survey also asked the student whether the teacher should conceal from parents the student's preferred name or pronouns. No parental notice of the surveys was provided.

Policy 2416 and 20 U.S. Code § 1232h require parental notice of any surveys which may reveal political beliefs. A student's choice of pronouns may reveal this information. According to the US Sixth Circuit Court of Appeals, "pronouns carry a message" about one's beliefs, for example on the political question of whether "people can have a gender identity inconsistent with their sex at birth."³³ The policy and code also require notice for surveys that may reveal "sex behavior or attitudes". Pronoun choice may reveal information about a student's attitude regarding perceived sex or gender identity, especially as it relates to social transition. According to the American Psychological Association, adopting names and

Name *	Your answer
Preferred name (nickname, etc)	Your answer
Can I use your preferred name in front of the class?	<input type="radio"/> Yes <input type="radio"/> No
Can I use your preferred name in front of your parents?	<input type="radio"/> Yes <input type="radio"/> No
If I cannot use your preferred name in front of the class and/or your parents, what name should I use instead?	Your answer

³³ Klar J. "Teen girls forced to disrobe in front of males lose their free speech rights." *American Thinker*. October 23, 2022. https://www.americanthinker.com/blog/2022/10/teen_girls_forced_to_disrobe_in_front_of_biological_males_lose_their_free_speech_rights.html

pronouns to match gender identity is part of a treatment plan to come after a diagnosis of gender dysphoria.³⁴

Aside from the policy issue, GSAFE's training example to not notify parents is unsound medical advice. According to the Wisconsin Institute of Law and Liberty, "Every major professional association recommends a thorough professional evaluation to assess, among other things, the underlying causes of the child's or adolescent's feelings and consider whether a transition will be beneficial. The American Psychological Association, for example, recommends a 'comprehensive evaluation' and consultation with the parents and youth to discuss, among other things, 'the advantages and disadvantages of social transition during childhood and adolescence.'" Recommendations from the Endocrine Society and WPATH are similar. The problem is that "parents cannot obtain a professional evaluation, screen for dysphoria and other coexisting issues, or provide professional mental-health support for their children, if their school hides from them what is happening at school." Concealing information about gender identity "takes this life-altering decision out of parents' hands and places it with educators and young children, who lack the 'maturity, experience, and capacity for judgment required for making life's difficult decisions.'"³⁵ Fortunately, the district administration has taken steps so that teachers no longer survey students about whether to conceal gender identity from parents.

What are your pronouns? *

- he/him/his
- she/her/hers
- they/them/theirs
- he/they
- she/they
- any pronouns
- Other: _____

Can I use these pronouns in front of the class? *

- Yes
- No

If no, what pronouns would you prefer I use in front of the class?

Your answer _____

³⁴ American Psychiatric Association website. What is Gender Dysphoria? August 2022. <https://www.psychiatry.org/patients-families/gender-dysphoria/what-is-gender-dysphoria>

³⁵ Wisconsin Institute For Law & Liberty. Amicus Brief of Dr. Erica E. Anderson, PhD to the US Fourth Circuit Court of Appeals, John And Jane v. Montgomery County Board Of Education, Case No. 8-20-cv-3552-PWG., <https://will-law.org/wp-content/uploads/2022/11/Parents-v.-Montgomery-Co.-Maryland-Schools-Amicus-FINAL.pdf> ("WILL Brief"). At p. 10-12, 14, 21. Citations omitted.

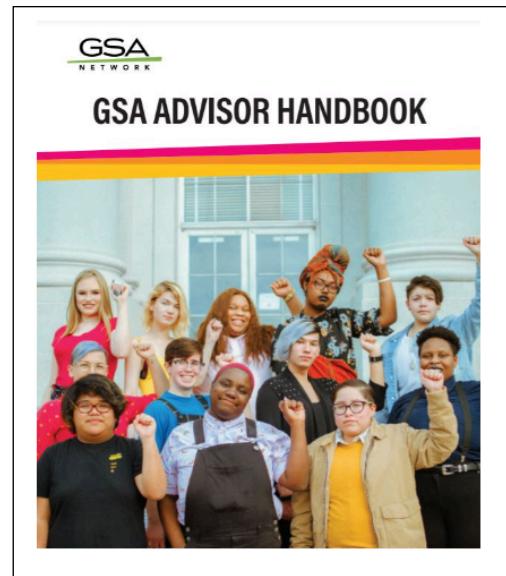
GSAFE's training followed its political agenda but was contrary to law, policy, and sound medical advice. The GSA's alliance with GSAFE subjects students to further bias and inappropriate influence. Stepping outside a gender and sexuality focus and partnering with a non-partisan organization would facilitate an apolitical approach to continual improvement of our school's safe and welcoming environment.

Alliance with GSA Network (national level)

GSAFE is a "local partner" of the National Association of GSA Networks, or GSA Network for short.³⁶ GSAFE was part of the GSA Network committee that wrote a handbook for GSA advisors, which GSAFE and GSA Network both publish on their websites.³⁷ The DPI lists as a resource the GSA Network publication "Beyond the Binary: A Tool Kit for Gender Identity Activism in Schools".³⁸ Our middle school lists the GSA Network on the school counselor's LGBTQ+ Resources page.

GSA Network is politically active. The "Beyond the Binary" publication advises students on activist techniques: "It is important that your allies know the issue and can speak about it. Make sure you have written materials to give to everyone, including talking points."³⁹ What political views do they promote? *City Journal* provides this overview:⁴⁰

Radical gender theory has made sudden inroads in America's schools. Many parents have watched in confusion as their children repeat the movement's slogans and adopt synthetic sexual identities such as "non-



³⁶ GSA Network website. National page. <https://gsanetwork.org/national/>

³⁷ GSAFE website. Creating & Sustaining a Gay-Straight Alliance. <https://gsafewi.org/resources/for-educators/creating-sustaining-a-gsa/>

GSA Network website. Advisor Handbook. <https://gsanetwork.org/resources/advisor-handbook/>

³⁸ DPI website. Safe Schools for Lesbian, Gay, Bisexual, and Transgender Students. <https://dpi.wi.gov/sspw/safe-schools/lgbt>

³⁹ GSA Network. Beyond the Binary: A Tool Kit for Gender Identity Activism in Schools. <https://gsanetwork.org/wp-content/uploads/2019/04/BeyondtheBinary-v2.pdf>

⁴⁰ Rufo, C. Soldiers for the Gender Revolution, *City Journal*. August 10, 2022. <https://www.city-journal.org/gsa-clubs-smuggle-gender-ideology-into-k-12-education>. Original source documents at <https://christopherrufo.com/gender-soldiers/>.

binary," "pansexual," and "genderqueer." The next question for many families is: Where does this surge in left-wing sexual ideology come from? One answer: from a network of professional activists, who have smuggled university-style gender theory into more than 4,000 schools under the cover of "gender and sexuality" clubs, or GSAs.

The main national organization behind this campaign, the GSA Network, is a professionally staffed nonprofit with a [multimillion-dollar annual budget](#). GSA Network serves as an umbrella organization for more than 4,000 "gender and sexuality alliances" across 40 states. Once called the Gay-Straight Alliance Network, the group [rebranded in 2016](#), reflecting a new focus on "the limits of a binary gender system." The individual chapters, which operate in elementary, middle, and high schools, often use the language of "LGBTQ inclusion" and "anti-bullying" in their public relations, but behind the scenes, the central organization is driven by pure left-wing radicalism that extends far beyond sexuality.

According to the organization's publicly accessible [materials and administrative documents](#), the GSA Network's ideology follows the basic framework of radical gender theory: white European men created an oppressive system based on capitalism, white supremacy, and "heteronormativity"—that is, the promotion of heterosexuality, the male-female binary, and bourgeois family norms. In order to fight back, racial and sexual minorities must unite under the [banner](#) of "intersectionality" and dismantle the interlocking "[systems](#) of oppression."

The GSA Network isn't subtle about its political objectives. In a [manifesto](#), the organization calls for the "abolition of the police," the "abolition of borders and ICE," the payment of "reparations" to minorities, the "decolonization" of native lands, the end of "global white supremacy," and the overthrow of the "cisgender heterosexual patriarchy." The organization is also explicitly anti-capitalist: its [literature is littered](#) with references to "anti-capitalism" and, during one board meeting, its leaders [fantasized](#) about what life would be like "after capitalism falls."

Next, children are encouraged to atone for their privileges and perform acts of penance. "Doing the self and collective work to analyze how we contribute to the oppression of Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color is tough, but we must commit to dismantling these systems for collective liberation," the organization says. Specifically, the adults leading the clubs are instructed to tell the "privileged" children that they must "implement the use of

pronouns,” “offer a land acknowledgment,” “listen to the Trans community,” “center conversations around Black liberation,” and “use your privilege (and your physical and monetary resources) to support Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous people of color, issues, businesses, and projects.”

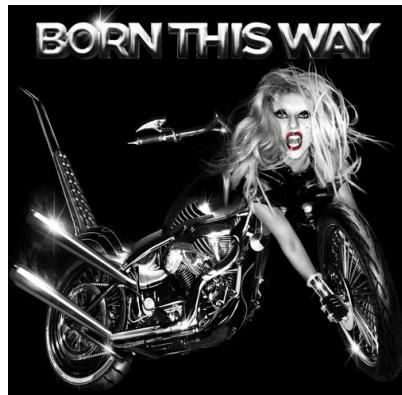
All this activity, the group believes, is best kept secret from parents.

Sex-ed instruction

The Gender and Sexuality Alliance meeting is a 37-minute block of instruction largely related to human growth and development, but without the oversight and parental notice required by Policy 2414. The subtle, club-based delivery format does not lessen the importance of the required parental, community, and School Board involvement. Indeed, the susceptibility of students to subtle teaching from a trusted source makes it especially important.

The GSA's political position that "love is love" stems from the sex-ed topic of heterosexual and homosexual equivalency. The GSA subtly teaches complete equivalence, which is medically inaccurate. There are indeed similarities, but there are also differences, especially regarding procreation and child development. The American College of Pediatricians contends that "children fare best when reared by their two biological parents".⁴¹ The AAP doesn't directly refute this; however, it does see "an emerging consensus" that "children growing up in households headed by gay men or lesbians are not [significantly] disadvantaged".⁴²

In the celebrity quiz game, the first clue in the was, "This artist wrote LGBTQ+ anthem 'Born this Way'". Many students are likely to interpret the song's lyrics as teaching that sexual orientation and gender identity are simply determined at birth. Lady Gaga is welcome to her opinion, but according to the American Psychological Association, there's no scientific consensus, with many scientists believing nature and nurture both play complex roles.



By playing up the song in the GSA's gender and sexuality context, the alliance is subtly pushing students toward a false and disempowering sex-ed belief of limited autonomy over their sexual choices. The Federalist describes how this can influence students toward unwittingly jumping onto a high-risk bandwagon. "[M]any gender dysphoric young people hit a rough patch in life (or several), have poor or immature coping skills, and got the

⁴¹ Homosexual Parenting: A Scientific Analysis. American College of Pediatricians. May 2019. <https://acped.org/position-statements/homosexual-parenting-a-scientific-analysis>

⁴² Perrin E, et al. Promoting The Well-Being Of Children Whose Parents Are Gay Or Lesbian. *Pediatrics* April 2013; 131 (4): E1374–E1383. 10.1542/peds.2013-0377. <https://publications.aap.org/pediatrics/article/131/4/827/31789>

message from peers, online, or both that transgenderism was a handy, simple explanation for their feelings".⁴³

Attention to subtle sex-ed messaging is especially important considering what students are primed with leading into high school. The middle school counselor's "Counseling Stuff for Students & Families", presented alongside regular class pages to students in grades 5 through 8, includes a copy of "The Genderbread Person" from genderbread.org. It teaches that anatomical sex is a continuum from nothing to "female-ness" or "male-ness". This contradicts formal statements from the National Association of Scholars and American College of Pediatricians based on robust academic research that sex is binary, including at the anatomical level.⁴⁴ Similarly, for "sex assigned at birth" (which the Heritage Foundation calls "politicized language"⁴⁵), besides male and female, it lists intersex, with no context to indicate that intersex refers to disorders of sex development in which normal sexual differentiation and function are disrupted, and not a third sex. It shows continuums for gender identity and expression with no context to indicate that they represent dysphoria rather than normal mental states. In each case, students can be easily misled.

Like the GSA, the Genderbread Person and the sexual concepts it teaches bypassed the district's human growth and development review and approval process. The LGBTQ+ Resources page on the middle school counselor's page does likewise. It links to GSAFE, the Trevor Project, GLSEN, the It Get Better Project, the GSA Network, and the LGBTQ National Help Center, all of which are partisan political activists that teach sex-ed concepts with a leftist bias.

Parents and students trust the school to teach vetted scientific facts about sex-ed. That's why a committee consisting of members from a wide swath of the community regularly reviews the curriculum. As the Gender and Sexuality Alliance informs students, even and

⁴³ Pullmann, J. Explosive Ivy League Study Repressed For Finding Transgender Kids May Be A Social Contagion. The Federalist. August 31, 2008. <https://thefederalist.com/2018/08/31/explosive-ivy-league-study-repressed-for-finding-transgender-kids-may-be-a-social-contagion/>

⁴⁴ NAS Statement on Gender Ideology in Higher Education. National Association of Scholars. October 5, 2021. <https://www.nas.org/blogs/statement/nas-statement-on-gender-ideology-in-higher-education>

Marinov, G. In Humans, Sex is Binary and Immutable. National Association of Scholars. 2020. <https://www.nas.org/academic-questions/33/2/in-humans-sex-is-binary-and-immutable>

Sex is a Biological Trait of Medical Significance. American College of Pediatricians. March 2021. <https://acped.org/position-statements/sex-is-a-biological-trait-of-medical-significance>

⁴⁵ Anderson, R. "Transgender Ideology Is Riddled With Contradictions. Here Are the Big Ones." February 9, 2018. <https://www.heritage.org/gender/commentary/transgender-ideology-riddled-contradictions-here-are-the-big-ones>

especially in subtle ways, about gender and sexuality, it's important that it not serve as an end run around the sex-ed approval process.

Mr. Useldi... > Pages
> Genderbread Person

2022-Quarter 1-Quarter 4

View All Pages

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Pages

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Newsela

Genderbread Person

The Genderbread Person

by its pronounced METROsexual.com

Identity
is how you, in your head, experience and define your gender; based on how much you align or don't align with what you understand the options for gender to be.

Attraction
is how you find yourself feeling drawn (or not drawn) to some other people, in sexual, romantic, and/or other ways (often categorized within gender).

Expression
is how you present gender (through your actions, clothing, and demeanor; to name a few), and how those presentations are viewed based on social expectations.

We can think about all these things as existing on continuums, where a lot of people might see themselves as existing somewhere between 0 and 100 on each

∅ means a lack of what's on the right side

Gender Identity
∅ → Woman-ness
∅ → Man-ness

common GENDER IDENTITY things: personality traits, jobs, hobbies, likes, dislikes, roles, expectations

Gender Expression
∅ → Femininity
∅ → Masculinity

common GENDER EXPRESSION things: style, grooming, clothing, mannerisms, affect, appearance, hair, make-up

Anatomical Sex
∅ → Female-ness
∅ → Male-ness

common ANATOMICAL SEX things: body hair, chest, hips, shoulders, hormones, penis, vulva, chromosomes, voice pitch

Sex Assigned At Birth
Female Intersex Male

Typically based solely on external genitalia present at birth, ignoring internal anatomy, biology, and change throughout life. See Alok Vaid-Menon's article "The Problem With Picking Between The Terms 'cisgender' And 'transgender' When It Doesn't Fit".

Sexually Attracted to... and/or (a/o)

∅ → Women a/o Feminine a/o Female People
∅ → Men a/o Masculine a/o Male People

Romantically Attracted to...

∅ → Women a/o Feminine a/o Female People
∅ → Men a/o Masculine a/o Male People

Genderbread Person Version 4 created and uncopirighted 2017 by Sam Killermann. For a bigger bite, check out www.metrosexual.com.

Page 1 / 1 — 🔎 +

Non-discrimination

The high school website lists who can join the GSA and whom the GSA trains. Anyone can join the GSA, “a member of the LGBTQ+ community, an ally, a friend, a teacher, or someone who wants to learn more.” The GSA trains people in the first two categories, “members of the LGBTQ+ community and their allies”.⁴⁶

I discussed the problem of favoring “allies” in the section on political activism. The other favored group is “the LGBTQ+ community”. However, Policy 2260 prohibits discrimination on the basis of sexual orientation or gender identity. The policy also applies to the indirect discrimination from the club’s alliance with and promotion of the Sheboygan County LGBTQ Alliance, due to its discriminatory promotion of “LGBT+ people” to government positions.

The GSA’s display case and Instagram account feature flags referred to by the Wisconsin Safe and Healthy Schools Center (WISH) as “Progress Pride” flags.⁴⁷ The WISH Center is a collaborative project between the DPI and the Cooperative Educational Services Agency Statewide Network.⁴⁸ The WISH Center page promoting GSAFE’s training features a resource to “Learn about meaning of the colors of the Progress Pride Flag”.⁴⁹ The resource is Verywell Mind’s website, which lists pink, baby blue, and white as representing “trans people” and the black and brown colors as representing “people of color”, defined as “non-white individuals”.⁵⁰

Policy 2260 also prohibits this sort of racial discrimination. In our school, we are proud of the accomplishments of all our students, not just those of



What Do the Colors of the New Pride Flag Mean?

Learn about meaning of the colors of the Progress Pride Flag

⁴⁶ Sheboygan Falls High School website. Athletics, Clubs, & Activities. <https://www.sheboyganfalls.k12.wi.us/schools/high-school/clubs-activities>

⁴⁷ Wisconsin Safe and Healthy Schools Center (WISH) website. LGBTQ+ Resources. <https://www.wishschools.org/resources/lgbtq.cfm>

⁴⁸ WISH Center website. About Us. <https://www.wishschools.org/aboutus/>

⁴⁹ WISH Center website. LGBTQ+ Resources. <https://www.wishschools.org/resources/lgbtq.cfm>

⁵⁰ Verywell Mind website. What Do the Colors of the Progress Pride Flag Mean? October 28, 2022. <https://www.verywellmind.com/what-the-colors-of-the-new-pride-flag-mean-5189173>. People of color definition from the page What Does the Acronym BIPOC Mean? <https://www.verywellmind.com/what-is-bipoc-5025158>

select gender identities and races. Nor is there any need to fly a flag that excludes some people in order to promote others. We already promote everyone when we proudly fly the American Flag and declare daily how it stands for one nation “with liberty and justice for all.”



Transparency

The material presented to students during my visit was in electronic form. Some of it was presented to students on a large monitor. Students accessed the remainder on their Chromebooks. I asked one of the alliance advisors for access to the material presented during the meeting.

My expectation was that providing the material would be quick and easy. The quiz game was hosted on Kahoot, which has a feature to share the quiz with anyone by entering an email address.⁵¹ There was also a survey and officer positions document. The remainder was hosted in Canvas through the same mechanism that it uses for hosting regular course information. Canvas has built-in course visibility options designed for sharing public information while keeping student information private.⁵²

I promptly received the survey and officer positions document in their entirety. I also promptly received information on the quiz game, but instead of a link to the original Kahoot, it was a just copy of the text of the questions and answers. It was missing all the images, which are important for evaluating the extent that “glorifying trans identities” plays in a transgender pipeline, as described in the section above on student safety. I have not received the material hosted in Canvas, now over two months since I made the request.

Transparency is a hallmark of our republic. According to the State of Wisconsin, “all persons are entitled to the greatest possible information regarding the affairs of government”. Transparency is an “essential function” of our government and “an integral part of the routine duties” of its employees.⁵³

Policy 8310 and Wisconsin Public Records Law consider the materials presented to students as public records, including both “written” and “visual” components. For the quiz game, full transparency is a matter of using the feature designed for that purpose. For Canvas, it may also require organizing the material to leverage Canvas’s ability to make sharing both efficient and respectful of student privacy.

⁵¹ Kahoot website. How to share a kahoot. <https://support.kahoot.com/hc/en-us/articles/115001615507-How-to-share-a-kahoot>

⁵² Canvas website. Course Visibility Options. <https://community.canvaslms.com/t5/Canvas-Resource-Documents/Canvas-Course-Visibility-Options/ta-p/387053>. The Public visibility option makes all sections not designed for student data visible to everyone. Alternatively, the Institution visibility option does likewise for staff and Board members. Or the Canvas Course Role Permissions can be used to set and customize visibility for an individual.

⁵³ Wis. stat. § 19.31, Declaration of policy.

I discussed earlier the medical risk to students if a school isn't transparent with parents about their children's gender identity. The prominent role that gender identity plays in the Gender and Sexuality Alliance highlights the importance of transparency, as does the bandwagon effect risk on student mental health, and the risk of political non-neutrality due to the alliance's subject matter and the likely lopsided political demographic of the alliance's membership.

Academic depth

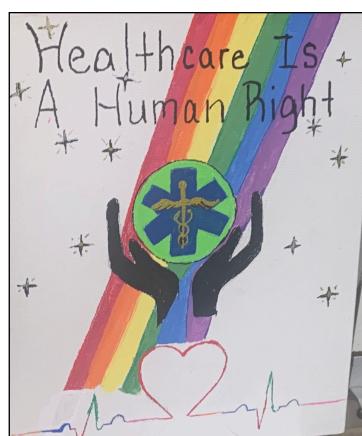
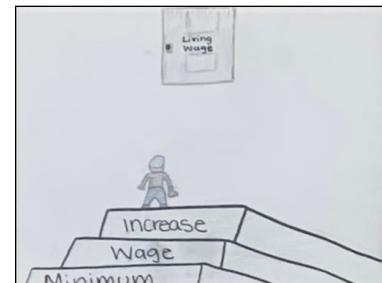
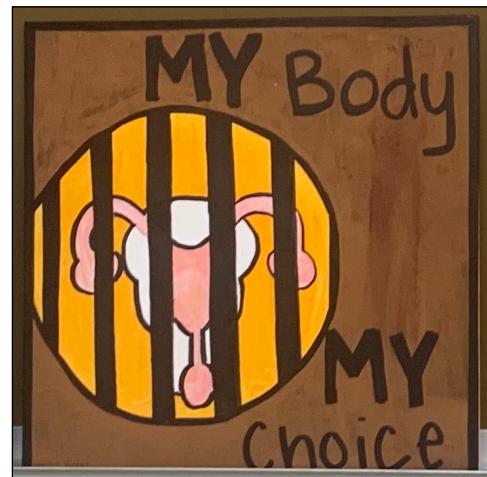
The GSA met in the classroom of one of its advisors. On the walls were student-created posters. Several carried controversial political messages: "My Body My Choice", depicting a uterus behind bars; "Healthcare Is a Right"; "Healthcare is a Human Right"; "Increase Wage Minimum"; and "Love is Love", depicting two women being married. There were no posters for opposing viewpoints.

The messaging in the posters falls under [Policy 2240](#), Controversial Issues in the Classroom, which includes this philosophy of the District:

Properly introduced and conducted, the consideration of [controversial] issues can help students learn to identify important issues, explore fully and fairly all sides of an issue, weigh carefully the values and factors involved, and develop techniques for formulating and evaluating positions. In addition, the opportunity can lead students to learn about how to use critical thinking and problem-solving skills, to study and analyze relevant issues, evaluate different sources of information, make intelligent decisions regarding issues, and how to appreciate the value of differing viewpoints.

Student-created posters are an excellent opportunity to apply the academic depth called for. For example, a poster about abortion can describe the stages of development in utero, such as when a heartbeat begins and pain is felt. It can also describe the effects of pregnancy and birth on the mother, the effects of abortion on the mother and unborn child, and the options for family members after birth.

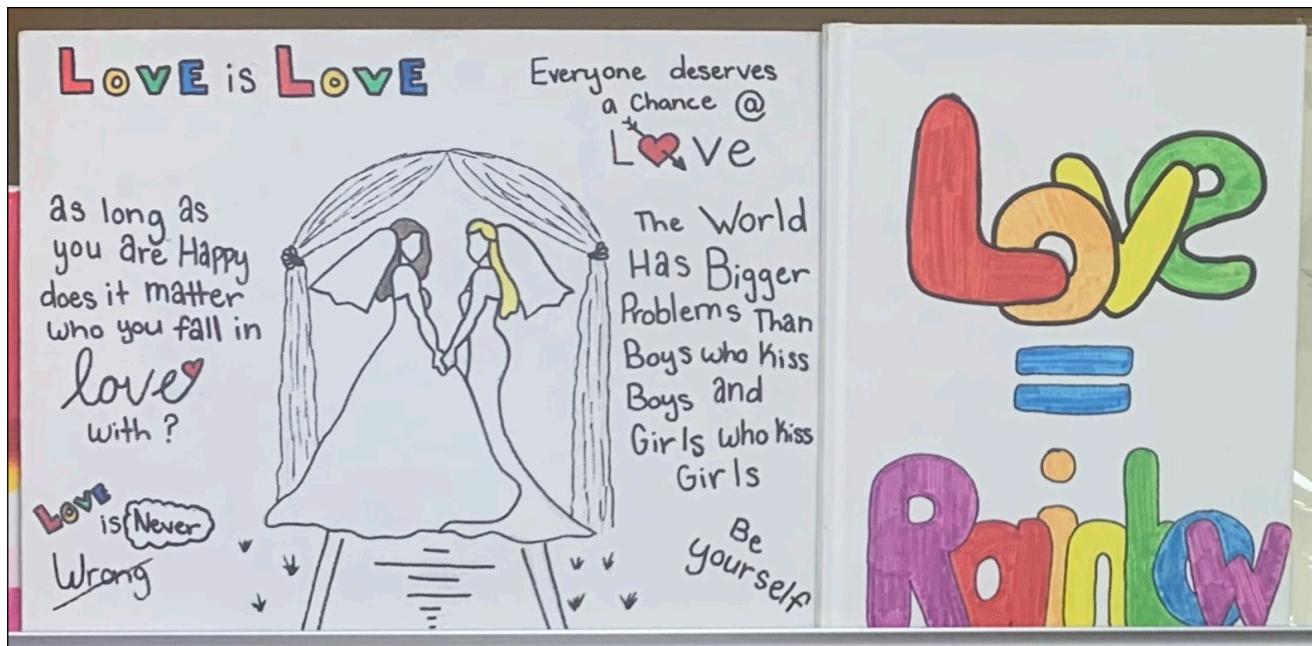
Likewise, a poster about a right to healthcare can describe and evaluate competing considerations, for example those listed by Britannica ProCon, such as public health, healthcare quality, moral right, moral hazard, individual responsibility, government



role, and government spending.⁵⁴ Similarly, posters can describe the economics of price floors and family and societal impacts of same-sex marriage.

Simple slogans and brief one-sided arguments do little to advance learning, but instead deepen the kind of polarization that the Controversial Issues policy seeks to avoid. This holds even to the extent that the posters represent art, since the message is the same.

The prominent display of the posters in the classroom also creates a fairness issue. The hundreds of students who use the classroom every day are subjected to propaganda chosen by a select few students who create the posters. Unlike a school newspaper, which students can read some or all of at their discretion, students do not choose their classroom assignments. The school's power to compel students' presence in the classroom lays on it a heightened duty to ensure the neutrality of messages presented there.



⁵⁴ Britannica ProCon website. Should All Americans Have the Right (Be Entitled) to Health Care? February 14, 2019. <https://healthcare.procon.org/>

Advertising



Posted in the GSA display case are three business cards for Jasmine Jaime Lammers and his business Transformative Services LLC. The School Board approves advertising agreements ([Policy 9700.01](#)), but no approval request has come to the Board for this advertisement.

Lammers' website advertises training to families, schools, and other organizations on "LGBTQ, transgender, gender diversity, microaggressions reduction, prejudice / discrimination sensitivity, DEI (Diversity, Equity, and Inclusivity), and more." It also advertises individual therapy "geared specifically for the LGBTQ culture". Only one type of therapy is listed, "affirming care".⁵⁵

Lammers' listing in the Wisconsin Transgender Health Directory opens with, "I am a mental health counselor who identifies as and provides services to individuals of non-traditional genders. I have provided mental health services to multiple individuals with issues that are linked to their gender and/or sexual orientation." He counsels a "large volume of Trans patients". He has "provided gender related counseling services to as young as 5 years old" and offers to counsel children as young as age 1. Children



⁵⁵ Transformative Services LLC website. <https://www.transformativeservicesllc.com/>

do not need parental consent to “receive care” and can “easily change name and/or gender in records”.⁵⁶

The Sheboygan County LGBTQ Alliance website, which prominently features photos of high-school aged children, lists Lammers’ practice in the training and mental health sections of its resource guide. Progressing to the healthcare section, it lists trans-affirming medical services from Ascension, hormonal therapy from Froedtert, Ascension, and Planned Parenthood, and breast surgery from Aurora.⁵⁷

By referring students to an “affirming care” provider, the advertisement posted by the GSA contributes to what *City Journal* calls “the school-to-clinic pipeline”. “‘Affirming’—that is, agreeing with and supporting—a minor’s rejection of his or her body in favor of an alternative ‘gender identity’ increases the chances that what would otherwise prove a temporary phase of confusion or distress will become a more permanent state of mind, i.e., an ‘identity.’” Studies have uniformly “found that the vast majority (61 percent to 98 percent) desist by adolescence on their own or with counseling.” By contrast, of children “affirmed” at an early age, only 2% desisted within 5 years, according to a 2022 study.⁵⁸

The bandwagon effect, glorification of trans identities, one-sided political activism come early in the pipeline. Next come the “self-fulfilling prophecy” of affirming care and a “social transition” with new name and pronouns, according to the *City Journal* article. Toward the end are referrals to trans-affirming medical services, hormonal therapy, and breast surgery, as made by the alliance promoted on the GSA advisor’s shirt. Many of the stages have no parental involvement.

Besides the impact on students, fairness is also an issue. In the middle school, two other counselors, Dione Gisch and Lana Roever of Novo Counseling, are permitted to advertise on the school counselor’s LGBTQ+ Resources page. However, other organizations, such as the Boy Scouts who have asked to advertise to raise awareness of their local troop, have not been permitted.

⁵⁶ Wisconsin Transgender Health Coalition website. The WI Transgender Health Directory. <https://witranshealth.org/providers/james-lammers-mac-lpc-it/>

⁵⁷ Sheboygan County LGBTQ Alliance website. Local Resources, Mental Health and Healthcare. <https://www.sheboyganlgbtqalliance.org/resources>

⁵⁸ Sapir, L. The School-to-Clinic Pipeline. *City Journal*. 2002. <https://www.city-journal.org/gender-transitions-school-to-clinic-pipeline>. See the WILL Brief at pp. 4–5 for references to the studies involved and a summary of a corroborating 2013 study.

Conclusion

A central stated goal of the Gender and Sexuality Alliance is a safe and welcoming school environment. In its essential form, it aligns perfectly with the school's ongoing commitment to such an environment and to the treatment of all students and staff with dignity and respect, free from bullying and harassment.

Attaching gender and sexuality to the goal, however, can quickly get political and for some students make the environment less safe. *City Journal* gives the example, "when a school strives to create a 'safe, welcoming, and inclusive' environment for transgender-identified students, it greatly increases the chance that children who might otherwise go through a temporary stage of identity exploration or confusion will reject their bodies in favor of a risky experimental medical protocol."⁵⁹

The alliance's bandwagon effect and political activism make it unique among the school's clubs. Chess Club and Fishing Club are clubs, not alliances, because you don't need "allies" to excel at chess or fishing. You do need allies to organize to advocate for rights, especially when those rights come in conflict with other rights, such as parental, free-speech, safety, or dignity rights. Having to pick a side to be or not be an ally creates a divisive, us-against-them, unwelcoming environment.

To achieve and maintain a safe and welcoming school environment, the district's policies hold a couple key principles. One principle is to stay neutral. The core goal isn't controversial. There's no need for rhetoric or alliances that are. Sex-ed instruction has a community consensus process that, if respected, keeps students safe. The other principle is to not discriminate. Feeling safe and welcome is important to all students and staff, not just a select group. When you rise the tide for everyone, those in boats related to gender and sexuality will float right up.

⁵⁹ Sapir, L. The School-to-Clinic Pipeline. *City Journal*. 2002. <https://www.city-journal.org/gender-transitions-school-to-clinic-pipeline>

Updates

September 2, 2023

- Added detail regarding the impact of the Genderbread Person on students.
- After this report was released to the public, the district took steps so that teachers no longer survey students about whether to conceal gender identity from parents. Added a statement regarding the new status quo.