



Dear Colleagues,

To support Colorado educators and stakeholders, and facilitate putting policy into practice, we created a resource that we are calling the “Lavender Card.” The card was inspired by the critical work of the [Immigrant Legal Resource Center](#), which created the Red Card, a “Know Your Rights” tool aimed to support undocumented immigrants in the U.S. to assert their constitutional rights. In education contexts, Red Cards have been used to support undocumented students and mixed-status families, as well as to develop allies’ understanding of immigrant communities’ legal rights.

Our aim here is two-fold. In creating the Lavender Card, we honor and extend the vital work of our activist colleagues, not as an appropriation of the Red Card, but as an act of intersectional coalition building meant to acknowledge the lived realities of those who are continuously rendered to the margins, who are constantly under the thumb of political threat, and whose civil rights remain under siege, namely undocumented and mixed-status families and trans and nonbinary people living in the U.S. Second, the Lavender Card educates about, advocate for, and protect the rights and lived realities of trans and nonbinary youth and adults in the U.S.

The purpose of the Lavender Card is to clearly state the **laws and policies in Colorado** that protect LGBTQ+ students and trans students, specifically, in P-12 public schools. The cards also provide language that educators and youth-serving adults can use to uphold the law. To be sure, the Lavender Card informs people, educators in particular, of their rights and responsibilities.

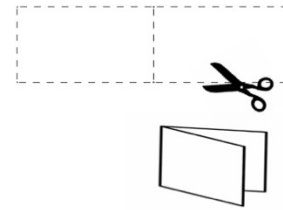
We hope that you:

- Embrace and embody our shared commitments to democracy, diversity, and justice.
- Not only use/distribute these cards but also continue learning about the stories and lived experiences of communities who are most vulnerable and under threat in the present moment.
- Stand in active solidarity with those communities and alongside people who embody multiple, intersectional identities and are made vulnerable by the current political context.
- Use the Lavender Card in tandem with Red Cards and other resources as part of a larger project of solidarity
- In the midst of so much confusion and fear, ask, *How will we actively leverage law and policy to protect and affirm trans and nonbinary youth?*

In solidarity and with fire in our socks,

The AQE Team

To print at home, we recommend heavy weight paper or cardstock. Cut out the cards along the dotted lines. Then, fold on the center line to make a 2-sided card.



As Colorado public school educators, by law, you have the responsibility, and right, to support trans and nonbinary students by:

1. **Addressing students by their chosen names** in school and during extracurricular activities. (HB24-1039)
2. **Teaching a curriculum that includes** the history and culture of diverse groups (e.g., American Indians, Latinos, African Americans, Asian Americans, LGBTQ+). (HB19-1192 & CO Academic Standards)
3. **Protecting students** experiencing gender-based harassment and **advocating** for a fair and timely process to remedy impact. (SB23-296)
4. **Cultivating safe, inclusive and respectful** learning environments for a diverse population of students. (Teacher Quality Standard 2)
5. **Creating** an environment free of discrimination. (C.R. Section 22-32-109)

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Here's language you can use to uphold those laws:

1. **It is discriminatory** to knowingly or intentionally: use a name other than the student's chosen name or avoid or refuse to use a student's chosen name, unless done at the request of the student.
2. **Research shows** that LGBTQ+ students who attend schools with queer- and trans-inclusive curriculum experience a better school climate and improved academic outcomes. Colorado standards support me to honor LGBTQ+ people in the curriculum I teach.
3. **Colorado laws** governing public schools recognize a continuum of gender beyond male and female.
4. Colorado law is on the side of protecting students' wellness and success, and **I am committed to following the law.**
5. State law prohibits discrimination in public schools. **By law, I am required to create a learning environment that is free of discrimination.**

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