

Adopted, as amended, by the Board of Education at its Regular Meeting of February 9, 2010

Subject: Resolution No. 912-8A3

In Support that the San Francisco Unified School District (SFUSD) Strengthen the Anti-Discrimination Program in Schools in Order to Effect a Healthier Learning Environment for Lesbian Gay Bisexual Transgender and Questioning (LGBTQ) Students

- Commissioner Sandra Lee Fewer and Student Delegates Andie Rose Crug and Tristan Leder

WHEREAS: The State of California has passed numerous bills guaranteeing LGBTQ rights, including AB 537 The California Student Safety and Violence Prevention Act (2000), SB 71 The California Comprehensive Sexual Health Education and HIV/AIDS Prevention Act (2004), AB 394 The Safe Place to Learn Act (2007), and SB 777 The Student Civil Rights Act (2007); and

WHEREAS: One of the stated purposes of SB 71 is “to encourage a pupil to develop healthy attitudes concerning adolescent growth and development, body image, gender roles, sexual orientation, dating, marriage, and family;” and

WHEREAS: SFUSD has included language in its Anti Slur Policy that predates the State Bills, and has Board Policy protecting the rights of its transgender students; and

WHEREAS: Three out of four parents feel comfortable speaking to their children about sexuality, but are unlikely to raise this topic on their own¹; and

WHEREAS: 79% of parents want their children to learn about sexual orientation in sexuality education classes at school²; and

WHEREAS: The non discrimination provisions in AB 537 make it illegal for schools to discriminate against LGBTQ students or allow the school climate to get so hostile that LGBTQ students lack equal access to education; and

WHEREAS: LGBTQ students are verbally, physically, and emotionally harassed at school because of their sexual orientation and/or gender identity (actual or perceived) and therefore report feeling unsafe at school;³ and

WHEREAS: AB 537 states that schools must have a staff member who is responsible for receiving and investigating complaints, but this staff’s role and purpose is often unknown to many students; and

WHEREAS: In 2007, 77% of SFUSD students reported hearing other students make harassing remarks based on sexual orientation and 48% of students reported never hearing school staff respond to said remarks;⁴ and

¹ *What Does Gay Mean: How to talk with Kids about Sexual Orientation* (San Francisco, CA: Horizons Foundation, 2001).

² *Sex Education in America: The View from Inside the Nation’s Classrooms* (Menlo Park, CA: The Henry J. Kaiser Family Foundation, 2000).

³ *National School Climate Survey* (New York: GLSEN, 2003).

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WHEREAS: Such ubiquitous, effectively violent remarks run contrary to both the SFUSD's Anti-Slur Policy⁵ and the SFUSD's Mission, articulated in its 2008-2012 Strategic Plan, of "promoting [students'] physical and mental health" and its related goal, announced in its Board of Education Balanced Scorecard of "creat[ing] a safe, affirming and enriched environment for participatory and inclusive learning for every group of students";⁶ and

WHEREAS: Support Services for LGBTQ Youth of SFUSD Student Support Services Department provides curriculum, resources, and professional development with limited financial resources, and no consistent District funding for resources or staffing, for the nationally acclaimed program; and

WHEREAS: On October 22, 1996, the SFUSD Board of Education courageously recognized the need to "reaffirm and strengthen its commitment to LGBTQ students," yet many of the specific, programmatic measures called for in this resolution remain ⁷ works in progress; and

WHEREAS: SFUSD and Student Support Services for LGBTQ Youth is the first District sponsored program in the country to develop a comprehensive website that includes curriculum, policy, and resources, to assist our teachers to create safer learning environments.

THEREFORE BE IT RESOLVED: That the SFUSD will seek to secure a 1.0 FTE permanent staff position and annual budget to assist with the ongoing work of Student Support Services Department's Support Services for LGBTQ Youth, now in its 20th year; and

BE IT FURTHER RESOLVED: That in the service of effecting a healthier learning environment for our LGBTQ students, the Board of Education of the San Francisco Unified School District requests that the Superintendent of Schools create an LGBTQ sub-committee of the Student Advisory Council; and

FURTHER BE IT RESOLVED: That this sub committee be included in the Safe Schools Task Force; and

⁴ 2007 High School Youth Risk Behavior & Resiliency Results (San Francisco Unified School District 2007).

⁵ "Anti-Slur Policy," SFUSD Board Policy No. 5162.

⁶ *Beyond the Talk: Taking Action to Educate Every Child Now* (San Francisco Unified School District 2008-2012 Strategic Plan, June 2008).

⁷ Resolution No. 610-8A6, "Meeting the Needs of Lesbian, Gay, Bisexual and Transgender Students."

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BE IT FURTHER RESOLVED: That Wellness Center staff, peer educators, school nurses, and school administrators receive cultural sensitivity training every other year through an approved training mechanism; and

FURTHER BE IT RESOLVED: That the work of LGBTQ youth service providers in schools be incorporated into each school site's School Safety Plan and Balanced Scorecard Report; and

BE IT FURTHER RESOLVED: That the sexual orientation curriculum developed by the Support Services for LGBTQ Youth Division be recognized and implemented as a core component of the SFUSD-wide sexual health curriculum; and

FURTHER BE IT RESOLVED: That, along with the Office of Parent Relations, an educational packet be funded and prepared for parents/guardians and distributed annually at the beginning of each school year discussing the issues of sexuality, gender identity, and safety, encouraging age appropriate dialogue between parents and their children; and

BE IT FURTHER RESOLVED: That the SFUSD post on its website—and the website of its various divisions and departments, including, especially, the Office of Parent Relations, the Pupil Services Department, the Student Support Services Department and the Support Services for LGBTQ Division—resources and contacts for students who have experienced homophobic and transphobic harassment, as well as their parents/guardians; and

FURTHER BE IT RESOLVED: That students, parents/guardians and school staff be made aware of which staff member is responsible for reporting and investigating incidences of discrimination through school-wide postings and distribution of handouts at the beginning of each semester; and

BE IT FURTHER RESOLVED: That the SFUSD establish a District-wide procedure for recording, tracking, reporting, and responding to incidences of harassment and discrimination as they are relevant to LGBTQ students, and any other group identified in AB 537, and that the procedure include responsive measures ranging from counseling and education to suspension, expulsion or restorative justice practices, depending upon severity of the action; and

FURTHER BE IT RESOLVED: That the SFUSD continue its interdisciplinary institute an interdisciplinary course on LGBTQ history and literature with enrollment open to students from any SFUSD high school and for which participating students would receive up to 5 units of G elective credit; and

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BE IT FURTHER RESOLVED: That each year, the LGBTQ Sub-Committee of the Safe Schools Task Force be responsible for reporting to both the Select City and School District Committee of the Board of Supervisors and the SFUSD Board of Education on the progress of each the policy directives outlined in all of the foregoing resolved clauses; and

FURTHER BE IT RESOLVED: That the components of this resolution that have budget implications will be re-evaluated including the results of outside fundraising as part of the budget development process. Staff will present multiple recommendations for full and partial funding of the Program as a budget priority for the Board of Education for 2010-2011 and beyond, including at minimum a .5 staff person, website, and curriculum to be re-evaluated when funds become more readily available.

12/8/09

2/9/10