



Resolution No. 2025/26-32

Date: January 14, 2026

EMBRACE • ENGAGE • EMPOWER

REAFFIRMING SUPPORT FOR THE LGBTQ+ COMMUNITY

WHEREAS, the Santa Rosa City Schools Board of Education is committed to providing a safe, supportive, and inclusive learning environment for all students, regardless of sexual orientation, gender identity, or gender expression; and

WHEREAS, research suggests that as many as 1 in 4 high school-age students in the United States identify as lesbian, gay, bisexual, transgender, queer, intersex, asexual, gender-nonconforming, and gender-fluid (LGBTQ+); and

WHEREAS, research from organizations such as The Trevor Project indicates that LGBTQ+ youth who have access to affirming spaces at school report significantly lower rates of attempted suicide and higher academic engagement; and

WHEREAS, Santa Rosa City Schools acknowledges the rights and inherent dignity of all individuals, including lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQ+) students, staff, and community members; and

WHEREAS, the Board recognizes that the diversity of our community, including our LGBTQ+ students and staff, strengthens the fabric of our schools and contributes to a more compassionate and well-rounded educational experience; and

WHEREAS, Santa Rosa City Schools is committed to providing equal opportunity for all individuals in district programs and activities, and shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; and

WHEREAS, California Education Code Section 220 establishes that all public-school students have the right to equal opportunities and a learning environment free from discrimination, harassment, and bullying; and

WHEREAS, Santa Rosa City Schools recognizes the significance of providing targeted mental health support for LGBTQ+ students, including access to counseling services, support groups, and resources that address the unique challenges they may face; and

WHEREAS, some legislative bodies are utilizing public policy to advance anti-LGBTQ+ agendas and

oppress the rights and existence of the LGBTQ+ community, specifically targeting transgender and nonbinary youth in our country; and

WHEREAS, tragically, LGBTQ+ youth face a higher risk of experiencing homelessness, being victims of bullying, discrimination, and harassment, leading to increased rates of absenteeism, lower academic performance, and negative impacts on their mental health; and

WHEREAS, our local YouthTruth Data in grades 7-12 show that Santa Rosa City Schools students self-identifying as LGBTQ+ have much less favorable ratings in the areas of engagement, academic challenge, culture, belonging, a sense of safety, and peer collaboration; and

WHEREAS, fostering a school climate that embraces diversity, encourages acceptance, and affirms the identities of LGBTQ+ students is essential for their social-emotional development and overall educational experience; and

WHEREAS, Santa Rosa City Schools hosts a variety of LGBTQ+ clubs and committees, and acknowledges the importance of supporting students and staff by advocating for their rights, safety, and comfort in the SRCS community; and

WHEREAS, collaborations with LGBTQ+ advocacy organizations, community groups, and stakeholders are needed to strengthen support networks, share best practices, and ensure that the needs of LGBTQ+ students and staff are met effectively; and

WHEREAS, every school district, including ours, must continue to take a stand in supporting our LGBTQ+ youth and ensuring that every student has the resources they need to thrive both academically and socio-emotionally as a valued member of their school community; and

WHEREAS, Santa Rosa City Schools District is committed to ensuring the respect and protection of our LGBTQ+ students' privacy, including their right to self-identify and be addressed by their chosen name(s) and gender/pronoun(s), as a crucial aspect of fostering an inclusive and affirming educational environment;

WHEREAS, Santa Rosa City Schools District recognizes the importance of ensuring equitable access to resources, support systems, and educational opportunities for LGBTQ+ students, staff, and families; and

WHEREAS, we have a responsibility to comply with state and federal laws that protect the rights of LGBTQ+ individuals, including Title IX and the Fair Employment and Housing Act, the California Healthy Youth Act, and AB 1266 (The Pupil Affirmation Act), ensuring students have access to facilities and programs consistent with their gender identity;

NOW THEREFORE, BE IT RESOLVED:

1. The Board of Trustees of the Santa Rosa City Schools District reaffirms its commitment to creating a safe, inclusive, and supportive environment for all students, regardless of their sexual orientation, gender identity, or gender expression; and
2. Santa Rosa City Schools shall adopt and implement policies that explicitly prohibit discrimination, harassment, and bullying based on sexual orientation, gender identity, or gender expression. These policies shall be widely communicated to students, staff, and families; and
3. Professional development opportunities shall be provided to District staff to enhance their understanding of LGBTQ+ issues, develop inclusive teaching practices, and create supportive classroom environments; and
4. Curriculum materials and resources shall be reviewed and updated to include accurate and inclusive information about LGBTQ+ history, contributions, and experiences in the K-12 curriculum, as mandated by the FAIR Education Act. Such materials shall be age-appropriate and integrated into the existing curriculum across grade levels and subjects; and
5. Santa Rosa City Schools District shall celebrate LGBTQ+ diversity by proclaiming and recognizing June as LGBTQ+ Pride Month, October as LGBTQ+ History Month, October 11th as National Coming Out Day, November 20th as Transgender Day of Remembrance, March 31st as Transgender Day of Visibility, April 12th as Day of Silence, and other relevant occasions to honor the contributions of the LGBTQ+ community, fostering a sense of belonging and visibility for LGBTQ+ students and staff; and
6. The District shall regularly collect data, evaluate, and monitor the impact of LGBTQ+ initiatives and policies, ensuring that they are effective, responsive, and evolving to meet the changing needs of our school community, including the gathering of feedback from students, staff, families, and community members, and making adjustments as necessary to ensure their effectiveness; and
7. Santa Rosa City Schools District shall engage in ongoing partnerships with LGBTQ+ organizations and community leaders to provide educational workshops, resources, and mentoring opportunities for LGBTQ+ students, fostering their personal growth and leadership skills; and

FINALLY, BE IT RESOLVED, the Governing Board of the Santa Rosa City Schools District affirms its deep commitment to the safety, well-being, and education of our LGBTQ+ students, staff, and community.

PASSED AND ADOPTED by the Governing Board of the Santa Rosa City Schools District on the 14th day of January 2026.

Sarah Jenkins, Clerk of the Board

Date