



EMBRACE • ENGAGE • EMPOWER

Resolution No. 2023/24-79

Date: May 22, 2024

Resolution Reaffirming Support for LGBTQIA+ Community

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

WHEREAS, creating a safe, inclusive, respectful, and welcoming environment for all students is essential to their educational success, mental health, and overall well-being; and

WHEREAS, we recognize the significance of providing targeted mental health support for LGBTQIA+ students, including access to counseling services, support groups, and resources that address the unique challenges they may face; and

WHEREAS, tragically, LGBTQIA+ 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, some legislative bodies are utilizing public policy to advance anti-LGBTQIA+ agendas and oppress the rights and existence of the LGBTQIA+ community, specifically targeting transgender and nonbinary youth in our country; and

WHEREAS, according to a national survey, youth who identify as LGBTQIA+ are **more than four times as likely** to attempt suicide than non-LGBTQIA+ youth, and our district suicide prevention plan is required to acknowledge and address this increased risk; and

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

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

WHEREAS, Santa Rosa City Schools hosts a variety of LGBTQIA+ 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 LGBTQIA+ advocacy organizations, community groups, and stakeholders are needed to strengthen support networks, share best practices, and ensure that the needs of LGBTQIA+ students and staff are met effectively; and

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

WHEREAS, every school district, including ours, must continue to take a stand in supporting our LGBTQIA+ 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, providing LGBTQIA+ inclusive education promotes understanding, respect, and empathy among all students and prepares them to thrive in a diverse society; and

WHEREAS, we have a responsibility to comply with state and federal laws that protect the rights of LGBTQIA+ individuals, including Title IX and the Fair Employment and Housing Act; and,

WHEREAS, Santa Rosa City Schools District is committed to ensuring the respect and protection of our LGBTQIA+ 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;

NOW THEREFORE, BE IT RESOLVED:

- 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

- 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
- Professional development opportunities shall be provided to District staff to enhance their understanding of LGBTQIA+ issues, develop inclusive teaching practices, and create supportive classroom environments; and
- Curriculum materials and resources shall be reviewed and updated to include accurate and inclusive information about LGBTQIA+ history, contributions, and experiences. Such materials shall be age-appropriate and integrated into the existing curriculum across grade levels and subjects; and
- The District shall actively collaborate with LGBTQIA+ advocacy organizations, community groups, and stakeholders to strengthen support networks, identify areas for improvement, and ensure the needs of LGBTQIA+ students and staff are met; and
- Santa Rosa City Schools District shall celebrate LGBTQIA+ diversity by proclaiming and recognizing June as LGBTQIA+ Pride Month, October as LGBTQIA+ 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 LGBTQIA+ students and staff; and
- The District shall regularly collect data, evaluate, and monitor the impact of LGBTQIA+ 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 its effectiveness; and
- Santa Rosa City Schools District shall engage in ongoing partnerships with LGBTQIA+ organizations and community leaders to provide educational workshops, resources, and mentoring opportunities for LGBTQIA+ 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 LGBTQIA+ students, staff, and community.

PASSED AND ADOPTED by the Governing Board of the Santa Rosa City Schools District on the 22nd day of May 2024.

Roxanne McNally, Clerk of the Board

Date