

May 21, 2024

APPROVED: DD:br

Board Meeting – May 21, 2024

Item VI. Consent Calendar Recommendations

- A. Adoption of Board Resolution No. 56 to Recognize Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual (LGBTQIA+) Pride Month in June 2024

The Superintendent recommends that the County Board adopt Resolution No. 56 as part of the regular County Board meeting on May 21, 2024; and further recommends that the Los Angeles County Board of Education declare June 2024 as LGBTQIA+ Pride Month and that the County Board and Superintendent of Schools hereby advocate for, support, and defend requirements and district-initiated efforts through legislation, policy, and procedure that specifically address the topics of sexual orientation, gender identity, and gender expression as they relate to safe, supportive, and equitable environments; and take such further actions as set forth in the Board Resolution.

Resolution No. 56 is attached.

Next Steps:

1. LACOE will join the county, state and federal government in raising the Equity Pride flag in the month of June.
2. LACOE is aligning the work of the established LGBTQIA+ steering committee with our broader strategic plan and equity, diversity, and inclusion efforts, aimed at increasing sense of belonging and wellbeing across the organization.
3. LACOE is relaunching the Creating an Inclusive Environment for LGBTQIA+ Individuals training for employees in the month of June.
4. LACOE will host an Out For Safe Schools professional learning event to celebrate Pride month and to educate and empower LACOE employees.
5. LACOE's LGBTQIA+ Steering Committee will create a curated list of books and songs that highlight LGBTQIA+ artists, creators, and experiences and promote inclusion.

BOARD RESOLUTION

NO. 56: 2023-24

LGBTQ Pride Month, June 2024

- WHEREAS** 10.3% of California students (UCLA*, 2017) in middle and high school grades identify as Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual (LGBTQIA+);
- WHEREAS** LGBTQIA+ individuals disproportionately experience incidents of victimization, micro-aggressions, unsafe and discriminatory school and work climates, homelessness, family and peer rejection, substance use and suicidal ideation, attempts and deaths by suicide. (*California Healthy Kids Survey, 2019-2021: Main Report*. San Francisco: WestEd Health & Human Development Program for the California Department of Education.)
- WHEREAS** Visibility, sense of safety and belonging are essential aspects of inclusive and affirming learning and working environments where all students, families and staff see themselves as a part of their school, work and communities;
- WHEREAS** LACOE is committed to ensuring that schools are safe and affirming spaces for all students, staff and families and to fostering a safe, respectful and inclusive community culture;
- WHEREAS** California state law prohibits discrimination, harassment, intimidation and bullying towards LGBTQIA+ students and staff;
- WHEREAS** LACOE denounces prejudice and discrimination based on age, race, color, religion, marital status, national origin, actual or perceived disability, actual or perceived sexual orientation, gender identity and/or gender expression as an affront to our fundamental principles;
- WHEREAS** LGBTQIA+ inclusive curricula and content highlights the importance of honoring and affirming diverse and intersecting identities and the contributions of the LGBTQIA+ community throughout history;
- WHEREAS** In 2019, State Superintendent of Public Instruction Tony Thurmond and the Equality California Institute co-sponsored Assembly Bill (AB) 493, known as the Safe and Supportive Schools Act, which encourages teachers to receive training on school and community resources available to support LGBTQ+ students facing bullying, harassment, discrimination, or lack of acceptance at home or school.
- WHEREAS** In 2023, the California Department of Education has contracted with LACOE along with lead partner agency the Equality California Institute and an advisory committee composed of 20 nonprofit organizations, including the Trevor Project and the Human Rights Campaign Foundation, to develop the project called

* source: <https://williamsinstitute.law.ucla.edu/publications/lgbtq-youth-ca-public-schools/>

PRISM (Providing Relevant, Inclusive Support That Matters for LGBTQ+ Students).

WHEREAS The PRISM project will, by June of 2025, develop training on topics such as: 1.) Identifying LGBTQ+ youth who are subject to, or may be at risk of, bullying and lack of acceptance at home or in their communities; 2.) Identifying local, community-based organizations that provide support to LGBTQ+ youth; 3.) Providing information regarding school antibullying and harassment policies and complaint procedures; and 4.) Identifying local physical and mental health providers with experience in treating and supporting LGBTQ+ youth and forming peer support or affinity clubs and organizations.

WHEREAS An LGBTQ+-inclusive education benefits the health and well-being of all students, and the PRISM project fosters acceptance and promotes positive learning and working environments for LGBTQ+ students.

WHEREAS An LGBTQIA+ inclusive education benefits the health and wellbeing of all students and empowering education and curricula seek to actively disrupt and challenge a dominant, single narrative, eliminate hate, bias and related harmful impacts on wellbeing of all individuals in our schools and communities;

WHEREAS All schools must do more to ensure that LGBTQIA+ staff and students have the necessary support and resources to live as our authentic selves with unconditional value, without criminalization, discrimination and/or stigma; and

WHEREAS LACOE seeks to ensure that all initiatives, programs, and services offered by the county office of education, districts, and schools uplift the assets, strengths, histories, lived experiences and unique needs of all we seek to serve and are continually monitored for equity, inclusion and efficacy.

NOW THEREFORE BE IT RESOLVED, that the Los Angeles County Board of Education and the County Superintendent of Schools hereby advocate for, support and defend requirements and district-initiated efforts through legislation, policy and procedure that specifically address the topics of sexual orientation, gender identity, and gender expression as they relate to safe, healthy, supportive, affirming, and equitable learning and working environments.

NOW THEREFORE BE IT FURTHER RESOLVED, that the Los Angeles County Board of Education and the County Superintendent of Schools hereby advocate for, support and defend Los Angeles County Office of Education schools in their effort to implement policies, procedures, and practices that increase safe, healthy, supportive, affirming and equitable learning and working environments for LGBTQIA+ community members.

NOW THEREFORE BE IT FURTHER RESOLVED, that the Los Angeles County Board of Education and the County Superintendent of Schools hereby commit to continuing **our** efforts to review existing policy, procedures, and programming to determine gaps, and as appropriate, to develop and/or strengthen policies, procedures, and programming aimed at eliminating bias and insensitivity and ensuring appropriate and supportive environments for LGBTQIA+ students, staff, families and allies, including ensuring all LACOE forms (for staff/students/guests/educational partners) are inclusive and in alignment with SB 179; Normalizing and honoring the usage of pronouns and chosen names; Increasing access to restroom facilities that align with gender identity and safety; Increasing privacy and safety procedures for all staff and students who identify as LGBTQIA+; Cultivating allyship; Incorporating LGBTQIA+-inclusive resources, images, and posts on social media and LACOE website.

NOW THEREFORE BE IT FURTHER RESOLVED, that the Los Angeles County Board of Education and the County Superintendent of Schools hereby will seek to adopt and maintain curricula that reflect the uniqueness of the student body, disrupt and challenge a dominant, single narrative, eliminate hate, bias, and related harmful impacts on wellbeing of all individuals in our schools and communities; curricula shall be shame-free, medically accurate, culturally responsive and LGBTQIA+ inclusive.

NOW THEREFORE BE IT FURTHER RESOLVED, that the Los Angeles County Board of Education and the County Superintendent of Schools hereby commit to continuing to leverage required annual training of all staff regarding non-discrimination and harassment to increase knowledge and competency and improve practice in support of LGBTQIA+ students, staff, and community members.

NOW THEREFORE BE IT FURTHER RESOLVED, that the Los Angeles County Board of Education and the County Superintendent of Schools hereby commit to continuing efforts to integrate inclusive and affirming activities, tools and resources in support of student and staff wellbeing across the organization.

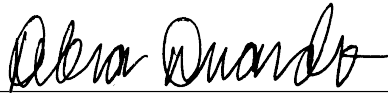
NOW THEREFORE BE IT FURTHER RESOLVED, that the Los Angeles County Board of Education and the County Superintendent of Schools will continue to establish and/or strengthen partnerships with LGBTQIA+ focused community-based and non-profit organizations and institutions of higher education to gain evidence-based resources, instructional materials and high-quality professional learning.

NOW THEREFORE BE IT FURTHER RESOLVED, that the Los Angeles County Board of Education and the County Superintendent of Schools will continue to support the work of the LGBTQIA+ steering committee, established in 2022 to facilitate ongoing review of, discussions about and advocacy for elevating the needs of LGBTQIA+ staff, students and families, advancing equity and inclusion for

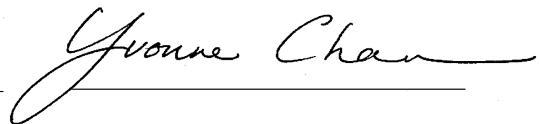
LGBTQIA+ staff, students and families, promoting LGBTQIA+ resources and increasing LGBTQIA+ visibility and affirmation.

NOW THEREFORE FINALLY BE IT RESOLVED, that the Los Angeles County Board of Education and the County Superintendent of Schools hereby proclaim that equity, inclusion and uplifting of diverse and intersecting identities are our year-round commitment, and to create visibility, honor unique contributions, and demonstrate enduring and unwavering support for LGBTQIA+ staff, students, caregivers and all educational partners, hereby commemorate June as Pride Month, October 11, 2024 as National Coming Out Day, October 17, 2024 as Spirit Day, November 20, 2024 as Transgender Day of Remembrance, and April 11, 2025 as Day of Silence.

ADOPTED this 21st day of May 2024, by the Los Angeles County Board of Education in Downey, California.



Debra Duardo, M.S.W., Ed.D.
Superintendent



Dr. Yvonne Chan
Board President