

Adopted, As Amended, by the Board of Education
at its Regular Meeting of October 22, 1996

SUBSTITUTE MOTION

Subject: Resolution No. 610-8A6

**MEETING THE NEEDS OF LESBIAN, GAY, BISEXUAL
AND TRANSGENDER STUDENTS**

- Commissioner Angie Fa

WHEREAS: The San Francisco Human Rights Commission and the San Francisco Youth Commission held a public hearing on September 26, 1996 regarding lesbian, gay, bisexual, transgender, and questioning ("LGBT") youth in the San Francisco schools and heard testimony which included that: lesbian, gay, bisexual, transgender and questioning youth often face severe isolation and fear regarding coming out; and nationally 45% of gay males and 20% of lesbians experience verbal or physical assault in high school; and nationally 28% of lesbian, gay and bisexual youth who experience verbal or physical assault based on their sexual orientation are forced to drop out of high school because of the harassment they experience; and lesbian, gay and bisexual youth are two to three times more likely to attempt suicide than heterosexual youth because of societal oppression and discrimination; and

WHEREAS: In 1990 the SFUSD created the Office of Support Services for Gay, Lesbian & Bisexual Youth within the School Health Programs Department, a unique program to better serve the pressing needs of LGBTQ youth in the high schools; and

WHEREAS: The Office of Support Services has created a groundbreaking curriculum to encompass education issues, counseling concerns, healthy sexuality development, substance abuse prevention, violence reduction, personal and social skills development, and HIV education, and has implemented curriculum training, sensitivity workshops, and Gay/Lesbian Sensitive Adults in every high school and middle school; and

WHEREAS: A crisis still exists in San Francisco and in every city where society continues to discriminate against lesbian, gay, bisexual and transgender people of all ages, and homophobia, biphobia, and transphobia is rampant and can affect any and every student regardless of their sexual orientation or gender identify; and

WHEREAS: Violence is a pervasive problem in the schools for all students, and lesbian, gay, bisexual and transgender students continue to feel unsafe at school, as do children of lesbian, gay, bisexual and transgender parents, and these students are often afraid to even check books that deal with LGBT issues out of the school library; and

WHEREAS: Community speakers reported that there have been suicide attempts by lesbian, gay, bisexual, transgender, or questioning San Francisco public school students, including a couple of attempts so far this year; and

WHEREAS: Parents in non-traditional families reported that their children continue to face harassment in the schools; and

WHEREAS: The demand for support services for LGBTQ youth has increased as the program has done more outreach, including demands for more basic educational materials and staff;
and

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WHEREAS: There remains inadequate enforcement of the anti-slur policy and a perceived general lack of sensitivity and knowledge on the part of administrators, faculty, staff, and students regarding LGBTQ youth issues; and

WHEREAS: There continues to be pressure from homophobic members of the community opposing valuable efforts to educate about LGBTQ issues, resulting in the dramatic reduction of requests for presentations by groups such as Community United Against Violence, a community-based agency which provides a valued service by providing school-approved classroom presentation and speakers on lesbian and gay issues in the schools; and

WHEREAS: Some administrators discourage the presentation of approved displays regarding LGBTQ youth and their issues; and

WHEREAS: Many LGBT faculty/staff/administrators are afraid to come out and be supportive of LGBTQ youth; and

WHEREAS: The SFUSD wishes to reaffirm and strengthen its commitment to LGBTQ students.

THEREFORE BE IT RESOLVED: That the San Francisco Unified School District Board of Education shall adopt the following to insure that schools are a safe place for LGBTQ youth: increase accountability/responsibility of each school to insure that LGBTQ youth, staff, teachers, and administrators will be safe in that school by including their concerns into every Safe School plan, and provide a safe environment so that LGBT faculty, staff and administrators can come out without fear of reprisal or harassment; to insure total enforcement of the SFUSD anti-slur policy, including the addition of gender identity into the anti-slur policy, and including the addition of sexual orientation and gender identity as a category on incident report forms; to insure that gender identity be included as a protected category in all non-discrimination policies and procedures applying to all SFUSD students, teachers, staff, administrators, and other employees; to insure that sexual orientation and gender identity slurs are to be included as incidents of sexual harassment, and to clarify procedures for handling sexual harassment grievances by students; implement a system for tracking hate-related verbal and physical violence against LGBTQ youths in the schools, (e.g. an annual summary of incidents of slurs made upon the basis of sexual orientation and/or gender identity); distribute information to students and teachers that makes clear the consequences of hate-related verbal and physical violence against LGBTQ youth, continue efforts to educate and counsel perpetrators, including greater outreach by on-site teachers and administrators, and usage of materials combating homophobia, biphobia, and transphobia in all of its manifestations in the schools; strengthen and improve information regarding the school grievance procedures for LGBTQ students who have suffered harassment, discrimination, and/or slurs based on their sexual orientation and/or gender identity; and

FURTHER BE IT RESOLVED: That there should be additional funding to address LGBTQ youth needs: that the SFUSD establish a minimum level of staffing for permanent and ongoing support services for sexual minority youth, regardless of grant funding; funding for books, posters, and visuals for LGBTQ youth, including LGBTQ youth of color, and including funding for books in different languages which address LGBTQ issues; increased funding for the Office of Support Services for Sexual Minority Youth so that the office can expand its services, including added emphasis on elementary schools; funding for Peer Counselors reflecting diversity, insuring bisexual/transgender representation; funding for translation services for support services materials for LGBTQ youth; and

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BE IT FURTHER RESOLVED: That the San Francisco Unified School District Board of Education should continue to provide support for students who have come out or are trying to come out: continue to support LGBTQ student groups and/or LGBT/Heterosexual alliance on each campus; continue to develop ways for LGBTQ youth to meet other LGBTQ youth in a safe, affirming environment; continue to develop effective methods for students, parents, counselors, teachers and administrators to address LGBTQ youth issues and concerns, both informally and through the school administration; continue to expand outreach to the parent community, including parents of LGBTQ students, LGBT parents of students, and other parents; continue to make materials available to parents to answer questions and discuss concerns regarding LGBTQ students; providing increased resources for the elementary school system, including LGBT sensitivity; continue to distribute and post information for students in a safe way regarding access to the designated lesbian/gay/bisexual/transgender sensitive teacher so that students can receive information without fear of harassment; and

FURTHER BE IT RESOLVED: That the San Francisco Unified School District Board of Education will continue to provide training and support for faculty, staff, and administrators: mandate that a plan be constructed to provide sensitivity training for all elementary, middle, and high school faculty, staff, and administrators; continue to conduct on-going on-site training of administrators and faculty, especially lesbian/gay/bisexual/transgender-sensitive designated adults, on the sensitive management of LGBTQ issues, free of homophobia, biphobia, and transphobia; ensure that administrator and faculty annual performance reviews include, as applicable, evaluating effective implementation of LGBT-inclusive curriculum, appropriate enforcement of the District's anti-slur policy, and implementation of all District policies that protect against discrimination on the basis of sexual orientation and gender identity for students, faculty, staff and administrators; continue to offer training programs currently existing for gay/lesbian/bisexual/transgender adults and continue to offer training and support to LGBT teachers who want to be additional resources to LGBTQ students; mandate that District-approved LGBT-positive information be displayed at every campus (e.g. the Lavender Youth Recreation and Information Center's Youth Talkline telephone number); and

BE IT FURTHER RESOLVED: That curriculum be expanded and improved to address the experience of LGBTQ youth: review all existing curriculum to ensure that it is inclusive of lesbian, gay, bisexual and transgender issues and free of heterosexist bias, e.g. teachers should present positive image of LGBT people in the classroom and discuss alternative family configurations; infuse LGBT issues across disciplines, specifically social studies, language arts, and science; ensure that at least one faculty meeting per year include LGBT curriculum training; ensure that the annual administrator training include a section on LGBT issues; continue to provide academic, vocational and counseling assistance to at-risk LGBTQ youth; continue to promote student health by addressing suicide prevention, substance abuse prevention, and safer sex education; and continue to actively support a program that provides LGBT speakers to present programs regarding LGBT issues at all middle and high schools (e.g., Community United Against Violence Speakers Bureau).

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***FURTHER BE IT RESOLVED:** That the San Francisco Unified School District Board of Education promotes inclusion of LGBTQ youth as an integral part of the larger student population ensuring that each existing District program is examined and enhanced to address the unique needs of LGBTQ youth.*

***BE IT FURTHER RESOLVED:** That the San Francisco Unified School District Board of Education directs the Superintendent of Schools to develop a comprehensive plan that will build capacity of all District staff to implement programs that will meet the unique needs of LGBTQ youth in a sensitive manner.*

NEW LANGUAGE IN ITALICS

10/8/96

10/22/96