



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 9.2

Meeting Date: Thursday, March 16, 2023

Subject: Approve Trans Day of Visibility Resolution No. 3310

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Board of Education Office

Recommendation: Approve Trans Day of Visibility Resolution No. 3310

Background/Rationale: March 31, 2023 is this year’s Trans Day of Visibility. This day was established as an international celebration of transgender people, recognizing their contributions as well as raising awareness about the unique challenges and discrimination that they face too often. This resolution seeks to formally recognize the District’s observance of Trans Day of Visibility and elevate the support and care we provide our transgender students, staff and families.

Financial Considerations: N/A

LCAP Goal(s): School and classroom learning environments will become safer, more inclusive, and more culturally competent through the active dismantling of inequitable and discriminatory systems affecting BIPOC students, Students with Disabilities, English Learners, Foster Youth, Homeless Youth, and LGBTQ+ Youth.

Documents Attached:

1. Trans Day of Visibility Resolution No. 3310

Estimated Time of Presentation: 10 minutes
Submitted by: Board President Chinua Rhodes, Trustee Area 5
Approved by: Jorge Aguilar, Superintendent

**AMENDED
SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

RESOLUTION NO. 3310

“Transgender Day of Visibility”

WHEREAS, On March 31, 2009, trans activist Rachel Crandall started the International Transgender Day of Visibility to bring trans and gender-nonconforming people together and celebrate their contributions to society, as well as raise awareness of discrimination faced by trans and gender non-conforming people; and

WHEREAS, International Transgender Day of Visibility is designed to be encompassing of a large community of individuals, including individuals who are non-binary, gender-nonconforming, and gender-diverse; and

WHEREAS, International Transgender Day of Visibility is a time to celebrate the lives and achievements of transgender, non-binary, gender-nonconforming, and gender-diverse individuals around the world, and to recognize the strength, courage, and determination it takes to live openly and authentically; and

WHEREAS, International Transgender Day of Visibility is also a time to raise awareness of the discrimination and violence that the transgender community still faces, which make it difficult and unsafe for many transgender people to be visible; and

WHEREAS, The transgender community has suffered disproportionately in many ways, including by workplace and educational discrimination and being subject to violence, and these forms of oppression are exacerbated for transgender people of color, people with limited resources, immigrants, and people living with disabilities; and

WHEREAS, Transgender students experience high rates of bullying, victimization, and harassment at school on the basis of their actual or perceived gender identity, or that of their associates; and

WHEREAS, This bullying, victimization, and harassment can lead to negative mental health outcomes, negative educational outcomes for transgender students, including higher rates of dropping out, higher rates of absenteeism, and lower postsecondary school aspirations, and these outcomes are markedly worse for transgender students of color; and

WHEREAS, We are increasingly seeing some states attempting to target the transgender community and especially transgender youth, politicizing lives in the name of scoring political points; and

WHEREAS, According to the American Civil Liberties Union, so far in 2023 alone, 378 anti-LGBTQ bills have been introduced. 182 of those bills focus on schools and our education system, targeting transgender students and limiting their resources, limiting discussion of who they are, and limiting their opportunities in extracurricular activities; and

WHEREAS, The number of bills targeting transgender youth across our nation will likely rise by the time this resolution passes; and

WHEREAS, The District has a responsibility to ensure that all students who reside within its boundaries, regardless of gender identity and gender expression, can safely access a free public K-12 education; and

WHEREAS, The District welcomes and supports all students regardless of gender identity and gender expression; and

WHEREAS, The District recognizes that all employees are valued members of the school community, including those who are transgender, non-binary, and gender diverse employees and educators; and

WHEREAS, The District recognizes that the families in our community come in many different forms and the District values all our families and students' caregivers, including gender identity or, gender expression, or sexual orientation; and

WHEREAS in the political times we are living in, one day of visibility and showing our support to our transgender students, staff, and community is not nearly enough to counteract the daily targeting, hate and discrimination directed to this already marginalized community; and

WHEREAS, Creating a welcoming and safe school environment for our transgender students, staff, families, and caregivers makes our school community more welcoming and safe to all; and

WHEREAS, The transgender community has made it clear that it will not be erased and must be afforded all of the rights and opportunities made available to all; and

WHEREAS, Transgender, non-binary, and gender nonconforming people continue to bravely tell their stories and advocate for full equity under the law;

NOW, THEREFORE, BE IT RESOLVED by the Sacramento City Unified School District, that the District supports the goals and ideals of the International Transgender Day of Visibility;

BE IT FURTHER RESOLVED that every school within the District shall, within 30 days of the date of this Resolution, take steps to create a safe climate for LGBTQ students, including designating an LGBTQ liaison and providing support for any LGBTQ student groups including Gay-Straight Alliances or Gender and Sexuality Alliances (“GSAs”);

BE IT FURTHER RESOLVED that the District recognizes the strength, courage, and determination of the transgender community as it advocates for equal dignity and respect;

BE IT FURTHER RESOLVED that the District encourages each classroom in the District to observe and celebrate International Transgender Day of Visibility during the month of March;

BE IT FURTHER RESOLVED that the District adds our district in official support of the following legislation which will help ensure the dignity, respect and safety of our transgender and non-binary students, employees, educators and families: AB 5 (Zbur): The Safe and Supportive Schools

Program; AB 1522 (Cervantes) Developmental Centers: Advisory Boards; SB 372 (Menjivar) Department of Consumer Affairs: Licensee and Registrant Records; SB 456 (Menjivar and Wiener): Multifamily Housing Program; and AB 760 (Newman): School facilities: All-gender restrooms;

BE IT FURTHER RESOLVED that the District has procedures to address anti-LGBTQ bullying and harassment which include procedures for how students may report bullying and harassment, and prohibit retaliation against any student for reporting bullying and harassment. The District will ensure that Title IX coordinators receive appropriate training on LGBTQ issues, and require schools to track and report data on incidents of anti-LGBTQ bullying and harassment;

BE IT FURTHER RESOLVED that the District shall, within 30 days of the date of this resolution, labor partners to determine if there are areas of existing collective bargaining agreements that should be reviewed and possibly updated to support the enhance protection of the District's LGBTQ community;

BE IT FURTHER RESOLVED that the District implemented Professional Development related to anti-LGBTQ bullying and harassment in August of 2022, so that District employees are trained to recognize and respond to anti-LGBTQ bullying and harassment;

BE IT FURTHER RESOLVED the District shall continue to: allow students and staff to use affirmed names and pronouns without requiring a legal name change or gender marker change; provide equitable access to all programs and facilities, including access to bathroom and locker room facilities as needed for all students and staff that align with the students' and staff members' gender, and provide access to gender-neutral facilities; respect the privacy of all staff and students; and allow students to participate in all physical education, athletics, field trips, and other extracurricular activities according to their gender identity, without requiring legal or medical documentation both on and off campus;

BE IT FURTHER RESOLVED that the District from here forward recognizes the Monday before March 31st to the Monday after as Transgender Visibility Week in the Sacramento City Unified School District;

BE IT FURTHER RESOLVED that during Transgender Visibility Week, Sacramento will fly the transgender pride flag at the District;

BE IT FURTHER RESOLVED the District shall post this Resolution at every school site and distribute it to District staff, students, and parents using usual means of communication, and that the Resolution will be translated into all languages spoken by students at home;

BE IT FURTHER RESOLVED the District affirms that employees are encouraged to discuss this Resolution during class time and students are to be made aware that District supports are available to discuss the subjects contained in this Resolution;

BE IT FURTHER RESOLVED after-school providers and other vendors, service providers and contractors the District works with shall be notified of this Resolution within 30 days and required to abide by the anti-discrimination provisions in it;

BE IT FURTHER RESOLVED the Superintendent shall report back on compliance with this Resolution to the Board at its next meeting.

PASSED AND ADOPTED by the Sacramento City Unified School District Board of Education on this 16th day of March , 2023, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

ATTESTED TO:

Jorge A. Aguilar
Secretary of the Board of Education

Chinua Rhodes
President Rhodes