



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.3

**Meeting Date:** November 21, 2013

**Subject:** Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ)  
Support Services; and Transgender and Gender Variant Policy

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: December 19, 2013)
- Conference/Action
- Action
- Public Hearing

**Department:** Integrated Support Services

**Recommendation:** Information only/Conference First Reading

**Background/Rationale:** Since 2010, the LGBTQ Support Services program has provided services to more than 250 students and families. Many of these students have been transgender and gender variant students facing issues that the district does not have clear policies to address. Policies regarding use of restroom facilities, locker rooms, as well as participation in physical education and sports programs are currently ambiguous for transgender and gender variant students in our district. As a result, the district's LGBTQ Task Force determined that a Board policy was needed to address the unique issues facing these students. In 2012, the Task Force created a draft policy for the district that has since been vetted through district committees and has been reviewed by Cabinet and legal. In 2013, Governor Brown signed AB1266 into law granting transgender students many of the same legal protections covered in the proposed policy. The policy has been updated to ensure alignment with the requirements of AB1266.

**Financial Considerations:** For the 2013/14 school year, the LGBTQ Support Services budget is \$56,000. This is funded through a grant from The California Endowment, LEA-MediCal and through donations from the No Time to Lose Conference.

**Documents Attached:**

1. Executive Summary
2. Policy

**Estimated Time of Presentation:** 10 minutes

**Submitted by:** Teresa Cummings, Chief Accountability Officer  
Barbara Kronick, Director II, Integrated Support  
Services

**Approved by:** Jonathan P. Raymond, Superintendent

# Board of Education Executive Summary

## Integrated Support Services

LGBTQ Support Services/Transgender and Gender Variant Policy  
November 21, 2013



### I. Overview/History of Department or Program

This year marks our district's 10<sup>th</sup> year of providing leadership in addressing the needs of LGBTQ (lesbian, gay, bisexual, transgender and questioning) youth. SCUSD—with the support of the Sacramento community—has had many accomplishments in the past decade in supporting LGBTQ students including:

- 2003 – Community members lobby the district to focus on the needs of LGBTQ students
- 2004 – Board Resolution 2355 passed to support school safety for LGBTQ students
- 2005 – First district through LGBTQ Restroom for 0037121008 Health America (MHA)
- 2009 – SCUSD and MHA provide six LGBTQ awareness trainings throughout district
- 2010 – District launches LGBTQ Support Services program
- 2011 – District and GSA Network co-host first Sacramento GSA Leadership Summit
- 2011 – First SCUSD middle school GSAs launched at Rosa Parks and Will C. Wood
- 2012 – District hosts first annual LGBTQ youth conference
- 2012 – District hosts first annual No Time to Lose professional conference
- 2012 – LGBT Task Force drafts policy to support transgender students
- 2012 – District hires first LGBTQ Youth and Family Advocate


Since 2010, the LGBTQ Support Services program has provided services to more than 250 students and families. Many of these students have been transgender and gender variant students facing issues that the district does not have clear policies to address. Policies regarding use of restroom facilities, locker rooms, as well as participation in physical education and sports programs are currently ambiguous for transgender and gender variant students in our district. As a result, the district's LGBTQ Task Force determined that a Board policy was needed to address the unique issues facing these students. In 2012, the Task Force created a draft policy for the district that has since been vetted through district committees and has been reviewed by Cabinet and legal. In 2013, Governor Brown signed AB1266 into law granting transgender students many of the same legal protections covered in the proposed policy.

Work related to supporting LGBTQ students is at first glance about addressing the needs of a small number of students. However, on a deeper level it is about transforming the organization to be sensitive and responsive to all students. Data consistently demonstrates that LGBTQ students are among the most marginalized, at-risk groups of students. Creating a culture where LGBTQ students are respected and included helps children learn core social-emotional learning competencies such as self-awareness, responsible decision-making and self-management.

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### VII. Lessons Learned/Next Steps:

Although the district has a positive track record of supporting LGBTQ students, a policy specific to the needs of transgender students is necessary to ensure that these students are treated consistently and fairly throughout the district.

# Sacramento City USD

## Board Policy

### Transgender and Gender Variant Students

BP \_\_\_\_\_  
**Students**

The Governing Board is committed to addressing the safety needs of all students, including those needs related to a student’s actual or perceived sexual orientation or gender identity. The Board recognizes that a safe and civil environment is anticipated every situation and the unique needs of each student must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort and healthy development of the transgender or gender variant student while maximizing the student’s social integration into the school setting and minimizing stigmatization of the student.

- (cf. 0200 – Goals for the School District)
- (cf. 1312.3 – Uniform Complaint Procedures)
- (cf. 5137 – Positive School Climate)
- (cf. 5142 – Safety)
- (cf. 5145.3 – Nondiscrimination/Harassment/Intimidation/Bullying)
- (cf. 5145.7 – Sexual Harassment)

The following definitions are not intended to label students, but rather to assist in the general understanding of this policy, the legal rights of students and the legal obligations of school/District staff. Although students may or may not use these terms to describe themselves, these definitions can be used as functional descriptors.

Transgender

\_\_\_\_\_ : **An umbrella term used to describe an individual whose gender identity is different from their assigned sex at birth.**~~An umbrella term used to describe an individual whose gender identity is different from sex at birth, and whose gender expression may be different from the stereotypical way in which males or females are expected to act, dress or present themselves.~~

**Gender Variant:** An individual who is, or is perceived to have, characteristics or behaviors that do not conform to societal expectations of gender expression. Gender variant individuals may or may not identify as lesbian, gay, bisexual, transgender or questioning.

**Gender Identity:** An individual’s understanding, outlook, feelings and sense of being masculine, feminine, both or neither, regardless of one’s biological sex.

**Sexual Orientation:** The emotional and sexual attraction to other people based on the gender of the other person. Individuals may identify their sexual orientation as heterosexual, lesbian, gay, bisexual, questioning, or in other terms. Not all transgender youth identify as gay, lesbian, bisexual or questioning, and not all gay, lesbian, bisexual and questioning youth display gender variant characteristics.











