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Introduction Date	September 13, 2023
Enactment Number	
Enactment Date	

Board Cover Memorandum

To: Board of Education

From: VanCedric Williams and Benjamin “Sam” Davis, Board Directors

Meeting Date: September 13, 2023

Subject: Introduction of Resolution Affirming Support for LGBTQ Students, Families, and Employees

BACKGROUND

The Board of Education (“Board”) of the Oakland Unified School District (“OUSD” or “District”) values and welcomes the diversity of sexual orientation and gender identity within and across the District’s student body, staff, families, and community. OUSD’s adopted curriculum materials comply with the FAIR Act ensuring all communities, including the lesbian, gay, bisexual, transgender, and queer community, are represented fairly and accurately. It is also OUSD policy that all persons—including those who are lesbian, gay, bisexual, transgender, and queer—have an equal and nondiscriminatory opportunity to a quality public education experience. There are a variety of celebrations recognizing Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month around the nation, throughout California, and across the Bay Area during the month of June and in Oakland during the month of September.

ATTACHMENT: Resolution Affirming Support for LGBTQ Students, Families, and Employees

**OAKLAND UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 2324-0152**

AFFIRMING SUPPORT FOR LGBTQ STUDENTS, FAMILIES AND EMPLOYEES

WHEREAS, the Oakland Unified School District (“District”) prides itself on creating a safe, inclusive, and welcoming environment for all students, families, and staff, regardless of race, ethnicity, national origin, language, disability status, gender expression or identity, and sexual orientation; and

WHEREAS, research suggests that as many as 1 in 4 middle and high school age students in the District identify as lesbian, gay, bisexual, pansexual, transgender, and/or non-binary; and

WHEREAS, the District engages in year-round efforts to provide affirmative support for LGBTQ+ students, families, staff, and the broader community; and

WHEREAS, the District provides resources and support for educators, administrators, and families to ensure that all students feel seen and affirmed in their identities, and have the ability to fully and authentically participate in their education; and

WHEREAS, tragically, youth identifying as LGBTQ+ are at a significantly higher risk for experiencing homelessness, being victims of bullying, and attempting or dying by suicide, and national research indicates that mental health struggles and rates of suicidal thoughts have trended upward among LGBTQ+ youth in recent years; and

WHEREAS, we are seeing a number of local and state legislative bodies weaponizing public policy to advance anti-LGBTQ+ agendas and oppress the rights and existence of the LGBTQ+ community, specifically targeting transgender and non-binary youth in our country; and

WHEREAS, every school district, including ours, must continue to take a stand in supporting our LGBTQ+ youth and ensuring that every student has the resources and support needed to thrive both academically and socio-emotionally as a valued member of their school community;

NOW, THEREFORE BE IT RESOLVED, that the Governing Board of the Oakland Unified School District (“Board”) reaffirms its commemoration of September as LGBTQ+ Pride Month to honor the contributions of the LGBTQ+ community; and

BE IT FURTHER RESOLVED, that the Board encourages all schools to incorporate lessons on the LGBTQ+ community in instruction, as aligned with the F.A.I.R. Education Act, and hold other commemorative activities in honor of Pride Month in September and LGBT History Month in October, as well as during the above-mentioned days; and

BE IT FURTHER RESOLVED, that the District will publicize the Out for Safe Schools Campaign by providing posters, staff badges, and other inclusive materials to schools; and,

BE IT FURTHER RESOLVED, that the District renews our commitment that all LGBTQ+ students and staff feel safe, heard, and respected, and that staff are aware of all available resources for LGBTQ+ students who are experiencing mental health issues.

PASSED AND ADOPTED on _____, 2023, by the Governing Board of the Oakland Unified School District by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSED:

ABSENT:

CERTIFICATION

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held on _____, 2023.

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OAKLAND UNIFIED SCHOOL DISTRICT

Mike Hutchinson
President, Board of Education

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education