LGBTQ+ Update

1. Dedicated Staff Members
2. Online Bullying Reporting Form
3. Simplified Bullying Complaint Process
4. LGBTQ+ Policy Revisions
5. Mandatory Staff Training
6. School climate survey
7. Inclusive Curriculum
8. Supportive School Culture through GSA’s
9. Other Advocacy Efforts
Program Manager LGBTQ Education and Advocacy
• Sophia Arredondo
  - Hillcrest Youth LGBTQ Center
  - Created and presented trainings on LGBTQ topics
  - Additional details to be shared

Youth Advocacy Project Resource Teacher
• Michael (Mick) Rabin
  - GLSEN San Diego Board Member
  - Elementary School Educator (Oak Park, most recent assignment)
Online Bullying Reporting Form
- in response to requests for students and others to have an online mechanism to report bullying (anonymously, if necessary), the Online Bullying Reporting Form was developed
- numerous departments participated in the creation of the form: Youth Advocacy, Student Services, Office of Secondary Schools—Sexual Health Education Program, School Police, Office of Quality Assurance, Communications and others
- once a form is submitted it routes to site principal and to Office of Youth Advocacy for action
- On all individual school sites

Simplified Bullying Complaint Process
- Administrative Procedure 6381 – Bullying and Intimidation
- reviewed and revised by LGBTQ+ Advisory Committee (formerly the Safe Schools Task Force)
- designed in response to the 2011 CA Assembly Bill 9 – Seth’s Law
- reports of bullying are investigated and documented by the site principal or designee
• **Annual Mandated Employee Required Notifications Updated to include Bullying and Intimidation Administrative Procedure 6381**
  - Mandated Employee Notification Website designed to be a one-stop resource for all annual required notification training including Mandated Reporting of Abuse, Nondiscrimination of Transgender Students, Bullying and Intimidation and others
  - each employee logged-in to the employee portal, reviewed the procedures and training PowerPoints and verified that he/she understood the responsibilities associated with each procedure

• **Administrative Procedure 0114 – Nondiscrimination of Transgender Students was included in the Annual Required Employee Notifications**
  - the procedure and associated training PowerPoint were included on the website
  -the legal basis of Administrative Procedure 0114 was 2013 CA Assembly Bill 1266 – School Success and Opportunity Act

**Updated PowerPoint Training Materials Developed**
- legal basis highlighted, procedure reviewed
The LGBTQ training sessions are up to two hours and facilitated by the Program Manager, LGBTQ+ Education and Advocacy, and the Youth Advocacy Resource Teacher. This personnel may consult with and or contract with trainers from partner organizations (i.e. GLSEN, GSA Network, Human Rights Campaign, San Diego Pride, San Diego LGBT Center, etc.), as needed.

- **Definition of LGBTQ+**
- **CA AB 9 (Seth’s Law) and associated district procedures**
  - Uniform Complaint Procedure
  - Administrative Procedure 6381 (Bullying and Intimidation)
- **CA SB 48 (FAIR Education Act)**
  - Incorporating the contributions and study of all in the curricula, including men and women, LGBTQ community, ethnic and cultural groups, and persons with disabilities
- **CA AB 1266 (Pupil Rights, Gender-Identity)**
  - “Use facilities consistent with his or her gender identity, irrespective of the gender listed on the pupil’s records”
- **Resources and Support Services**
  - services directly aimed at assisting students and adults with concerns around these topics (i.e. the LGBT Center, Pride Center, Trevor Project, GLSEN, PFLAG, GSA Networks, Human Rights Campaign)

- **Mandated Employee Trainings**
  - October 22 – DePortola Middle School
- December 7 – Logan Elementary
-Dates upcoming for Placement and Appeal/SARB and Race Human Relations and Advocacy

Youth Advocacy Resource Teacher scheduled to meet with Area Superintendents February and March
Placement and Appeal/SARB, Race Human Relations and Advocacy scheduled for training in March 2016
The goal is to train all 16 clusters by spring 2017.
• Voluntary Employee Trainings
- Healthy Relationships for LGBT Youth and Allies – December 2 – Mission Bay PD Center
- participating schools:
  Clark MS
  Lincoln HS
  Memorial Prep MS
  Morse HS
  Race and Human Relations
  San Diego Early/Middle College
  Twain HS
  University City HS
- GroundSpark – Monroe Clark Middle
• Focused on creating safe, inclusive environments for LGBTQ students
- GLSEN Creating Safe Space Training – February 18 – San Diego County Office of Education
GLSEN-based Local Climate Survey

An online version of the Gay, Lesbian Straight Education Network (GLSEN) Local School Climate Survey has been developed and is ready for administration at our secondary schools.

- Ron Rode, Director of Research and Development, has done the critical work of creating the online survey based on GLSEN's paper version. He has also collaborated with Dr. Emily Greytak, head of research for GLSEN National Office, to discuss the measurement parameters associated with the survey.

- Survey adapted and made available online

- Youth Advocacy Resource Teacher to submit the survey to student focus groups (GSA students from middle and high school campuses) to get input

- Pilot launch at Taft Middle School
• FAIR Education Act
  - District’s Teaching and Learning Department, led by Dr. Wendy Ranck-Buhr, has re-engaged the curriculum committee of the former Safe Schools Task Force.
  - the FAIR Act Curriculum Committee meets regularly and is developing a principal toolkit, after school presentations, accessing local resources
  -the team is using Making the Framework FAIR – a 68-page document with proposals to make the CA History-Social Science Framework more inclusive of LGBT contributions
  Educator Mixer to Support LGBTQ+ students on February 26 – T-Lounge (1475 University Avenue) 6:00 PM from We Are FAIR
GSA Support
Empowering Presentation from Hoover GSA Students
This presentation, coordinated by Mick Rabin and Hoover teacher/GSA Advisor Michael Heu, will cover relevant legislation, policies, and resources. Names of student-presenters forthcoming.
• **Athlete Ally Event**
  - held at Mira Mesa High School on November 10, 2015
  - keynote speaker: Taylor Hudson (former NCAA champion wrestler)
  - message specifically about LGBTQ+ inclusiveness and maintaining safe spaces, particularly in school locker rooms
  - video of event: [https://vimeo.com/151196895](https://vimeo.com/151196895)

Mira Mesa Town Council
County Supervisor Dave Roberts
Officials from the Mayor’s Office
Board President Mike McQuary
Superintendent Cindy Marten

Video (5:27 minutes)
[https://vimeo.com/151196895](https://vimeo.com/151196895)

Ally pledge:
*I pledge to lead my athletic community to respect and welcome all persons, regardless of their perceived or actual sexual orientation, gender identity or gender expression. Beginning right now, I will do my part to promote the best of athletics by making all players feel respected on and off the field.*
- LGBTQ+ History Month Board Resolution and Education Center Exhibit
  - October 17, 2015
  - Student Speakers:
    - Jamilah Beringer – Hoover High School
    - Mikeala Card – Hoover High School
    - Alex Garcia – Lincoln High School
    - Alexandria Galvan – University City High School
• OUT for Safe School Badges
- distributed beginning in November 2015
- presentations about the badge, what it means to wear the badge and corresponding resources held at the Education Center and at various district department meetings (Secondary Counselors, Information Technology, Elementary Counselors)
- representatives from the following schools have listened to the presentation and picked-up badges:
  OUT for Safe Schools Badges

Presented to:
• Central Office
• Secondary Counselors
• Elementary Counselors (upcoming)
• IT (upcoming)
• School Sites

High Schools
Crawford
Henry
Hoover
Kearny Complex
La Jolla
Lincoln
Mira Mesa
Mission Bay
Morse
Point Loma
San Diego High Complex
Scripps
Serra
University City

Middle Schools
Bell
Clark
Correia
DePortla
Innovation
Knox
Lewis
Mann
Marshall
Marston
Memorial
Millennial
Pacific Beach
Pershing
Roosevelt
Standley
Wangenheim
Wilson

K-8
Bethune
Golden Hill

Atypical
Muir
Longfellow
Home/Hospital
San Diego Met
SCPA
Trace
Twain
Garfield High

Elementary
Boone
Burbank
Carver
Ibarra
Field

Also will recognize the work of the Sexual Health Education Program, particularly Rachel Miller:

She will come to podium and speak about:
• OUT for Safe School Badges
• Online Bullying Reporting Form
• GroundSpark Straight-Laced Curriculum
LGBTQ+ Update
Advisory Committee Meetings

Meeting schedule

February 17
April 20
June 15

All meetings begin at 4:00 PM
Held in Education Center Room 2226

• LGBTQ+ Advisory Committee Meetings
  - meeting schedule:
    - February 17
    - April 20
    - June 15
    - all meetings begin at 4:00 PM, held in Education Center Room 2226

Join Us!
Office of Youth Advocacy
LGBTQ+ Division

R. Vernon Moore  
Executive Director  
mmoore@sandi.net

Sophia Arredondo  
Program Manager LGBTQ Education and Advocacy

Mick Rabin  
Project Resource Teacher  
mrabin@sandi.net

Yvonne Torres  
Administrative Assistant  
ytorres@sandi.net  
619.725.5595