



MT. DIABLO UNIFIED SCHOOL DISTRICT GOVERNING BOARD
RESOLUTION 24/25 (70)
Recognizing June as LGBTQ+ Pride Month

WHEREAS June is a time to celebrate our dynamic LGBTQ+ community, raise awareness of quality services, and foster a dialogue to promote healthy, safe, and prosperous school climates and communities for all; and

WHEREAS all children and youth should be able to attend school in a safe and inclusive environment free from discrimination, and civil rights laws contribute to such environments; and

WHEREAS LGBTQ+ children and youth who experience discrimination, harassment, and bullying have a higher risk for a diagnosis of depression, anxiety, suicidality and other mental illnesses than their heterosexual cis-gender peers; and

WHEREAS education regarding LGBTQ+ issues increase understanding and cultivates respect for LGBTQ+ children and youth; and

WHEREAS harassment and bullying policies that specifically mention sexual orientation, gender identity and gender expression are associated with: students feeling more safe; lower levels of bullying; decreased incidents of harassment related to sexual orientation; increased teacher/staff interventions; and a greater reporting of incidents; and

WHEREAS California Education Code 220 requires that all programs, activities, and employment practices should be conducted without discrimination based on actual or perceived sex, sexual orientation, or gender identity and expression. It provides that public schools have an affirmative obligation to combat sexism and other forms of bias, and responsibility to provide equal educational opportunity to all students. Both state law and district policies protect transgender students from discrimination; and

WHEREAS Mt. Diablo Unified School District (MDUSD) Board Policy 5145.3 Nondiscrimination/Harassment Policy states that the Governing Board (Board) desires to provide a safe school environment that allows all students equal access to and opportunities in the District's academic, extracurricular, and other educational support programs, services, and activities. The Board prohibits, at any District school or school activity, unlawful discrimination, including discriminatory harassment, intimidation, and bullying, of any student by anyone, based on the student's actual or perceived race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, pregnancy, childbirth, termination of pregnancy or lactation, including related

medical conditions or recovery; parental, marital, and family, parental, marital and family status, physical or mental disability, medical condition, sex, sex stereotypes, sex characteristics, sexual orientation, gender, gender identity, gender expression, or genetic information, or association with a person or group with one or more of these actual or perceived characteristics

WHEREAS MDUSD Academic Regulation 5145.3 requires the district to provide a student handbook, with age-appropriate information that clearly describes the district's nondiscrimination policy, and at the beginning of each school year to provide staff with information and staff development as needed to ensure they understand the rights of all students to a safe environment, and the law and district expectations regarding accommodations for transgender students.

WHEREAS the Pride Progress flag, also known as the LGBTQ+ Pride flag, serves as a symbol of Lesbian, Gay, Bisexual, Transgender and gender non-conforming pride and the LGBTQ+ civil rights movement; and

WHEREAS flying the Pride Progress flag throughout the month of June further symbolizes the District's celebration of diversity and support for the Lesbian, Gay, Bisexual, Transgender and gender non-conforming community.

NOW, THEREFORE BE IT RESOLVED that the Mt. Diablo Unified School District recognizes the month of June 2025 as LGBTQ+ Pride Month to inspire equity, create alliances, celebrate diversity, and establish a safe environment in our schools and community; and

BE IT FURTHER RESOLVED that this resolution be distributed to every school in the District.

AYES: NOES: ABSENCES: ABSTENTIONS:

Linda Mayo, Board President

Cherise Khaund, Board Vice President

Debra Mason, Board Member

Tom McDougall, Board Member

Keisha Nzewi, Board Member

Dr. Adam Clark, Superintendent

Resolution 24/25-70

Adopted at the meeting of the MDUSD Governing Board of Education on 5/14/2025
