



MT. DIABLO UNIFIED SCHOOL DISTRICT GOVERNING BOARD
RESOLUTION 21/22-72
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 explicit federal statutory protections currently address discrimination on the basis of race, color, national origin, sex, disability, but not sexual orientation or gender identity; and

WHEREAS the lack of awareness and understanding of issues facing LGBTQ+ children and youth has contributed to higher rates of school dropout, academic failure, and school disengagement; and

WHEREAS LGBTQ+ children and youth who experience discrimination, harassment, and bullying have a risk 3-13 times higher for a diagnosis of depression, anxiety, suicidality and other mental illnesses than their heterosexual cis-gender peers; and

WHEREAS education regarding LGBTQ+ issues increases 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 and federal law as well as district policies protect transgender students from discrimination; and

WHEREAS Mt. Diablo Unified School District (MDUSD) Board Policy 5145.3 Nondiscrimination/Harassment and Transgender Policy states that the Governing Board

(Board) desires to provide a safe school environment that allows all students equal access 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. This includes discriminatory harassment, intimidation, and bullying, targeted at any student by anyone, based on the student's actual or perceived race, color, ancestry, nationality, national origin, ethnicity, ethnic group identification, age, religion, marital or parental status, physical or mental disability. It also includes discriminatory harassment, intimidation, and bullying, targeted at any student by anyone, based on the student's, sex, sexual orientation, gender, gender identity, gender expression, or association with a person or group with one or more of these actual or perceived characteristics.

WHEREAS MDUSD AR 5145.3 requires student handbook, student age-appropriate information, and at the beginning of each school year, providing staff with information and staff development as needed to ensure they understand the rights of all students to a safe environment, the law, and district expectations regarding accommodations for transgender students.

WHEREAS the rainbow 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 rainbow 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.

WHEREAS, the Progress Pride flag was adapted from the original Pride flag of the rainbow and represents a concerted move towards a more tolerant and intersectional LGBTQI+ community; and

WHEREAS, the black and brown lines of the Progress Pride flag represent marginalized people of color within the queer community, while the pink, blue and white arrow shape represents the transgender community.

NOW, THEREFORE BE IT RESOLVED that the Mt. Diablo Unified School District recognizes the month of June 2022 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, and that every school be encouraged to fly the Progress Pride flag along with the district.

AYES: NOES: ABSENCES: ABSTENTIONS :

Debra Mason, Board President

Keisha Nzewi, Board Vice President

Cherise Khaund, Board Member

Linda Mayo, Board Member

Erin McFerrin, Board Member

Dr. Adam Clark, Superintendent

Resolution 21/22-72

Adopted at the meeting of the MDUSD Governing Board of Education on 5/11/2022
