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GENDER EQUITY AND SEXUAL HARASSMENT ADVISORY COMMITTEE

Recommendation to the Superintendent May 16, 2023

Staffing Recommendation:

- **Fund/Hire LGBTQ Coordinator**
- **Fund/Hire 9th-12th grade Consent Education Prevention Coordinator & Transformative Justice position** (Consent Education & Prevention Position)
- **Fund/Hire K-5 and 6th-8th Consent Education Prevention Coordinator Transformative Justice position** (Consent Education & Prevention Position)
- **Fund and staff prevention programs (like *Green Dot* and *Coaching Boys Into Men*)**
- **Identify and train one LGBTQ resource person at each school site** to provide technical assistance for teachers by teaching the curriculum while the teacher observes, co-teaching with the teacher, then observing the teacher and providing constructive feedback. Provide the fundamental skills that allow teachers/staff to intervene when bias arises which can be translated to working across race, gender, gender identity, sexuality, ability, etc.

Facilities Related Recommendations:

- **Ensure existing gender-neutral facilities are available to students.** Students from BHS, Longfellow, and Willard have all reported that gender neutral bathrooms are frequently locked.
- **Increase access to gender neutral facilities at all school sites,** and redesignate more current facilities as gender neutral
- **Add gender neutral bathrooms to any existing and new school site renovation plans and Blueprints.**

Training Recommendation:

- **Identify Transgender specific Professional Development trainings for SY 2023-24** that will be offered at an all staff professional development day.
- **Dedicate one all staff Professional Development Day to Welcoming Schools and Gender Identity Curriculum** across all grades annually (teachers, certificated and credentialed staff including bus drivers, lunchroom staff, yard duty supervisors, safety officers, etc).
- **Parent education on sexual safety**
- **Staff training: Psychological First Aid (PFA) Kit**

Staff Support Recommendation:

- **Consult with the Welcoming Schools Coordinator** regarding what she needs to implement the curriculum at all school sites successfully. Assess if the Welcoming Schools curriculum translates beyond K-5. If not, find an alternative curriculum on LGBTQ communities that are age appropriate to middle and high school.
- **Staff Support Group**
- **Implement 8-week evidence-based yoga & mindful movement yoga for trauma & sexual assault/harassment class**

Awareness Raising Recommendations:

- **Distribute Transgender and Gender Nonconforming Students Board Policy 5159 to all staff and families.**
- **Audit all campuses regarding current status and future plans regarding implementation of Policy 5159** and related efforts (gender inclusive and safe facilities, Professional Development, Welcoming Schools, sex ed, etc.)
- **BUSD Sponsored or Publicized group for families of trans and non-binary students**