



**Gender Equity  
and  
Sexual Harassment  
Advisory Committee  
(GESHAC)**

**December 19, 2024**

# Our Mission

Enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world.

## Superintendent's Gender Equity and Sexual Harassment Advisory Committee (GESHAC)

The Superintendent's Gender Equity and Sexual Harassment Advisory Committee (GESHAC) plays a key role in supporting the district to achieve its mission by providing an open forum for discussing issues related to gender equity that affect students in BUSD. The Committee receives updates on BUSD programs and initiatives, reviews anonymous data on equity issues, and makes annual recommendations to the Superintendent on areas of growth in the district's ongoing efforts to create an equitable learning environment for all students.



# Advisory Committee Purpose, Roles and Responsibilities



Advisory committees serve the Berkeley Unified School District in an **advisory** capacity on matters pertaining to various aspects of the district plans and budgets in collaboration with district staff and other committee members. The scope of which varies depending on committee (see [District Training Committee Resource Website](#))

- ❑ Function as a **thought and accountability partners** to BUSD
- ❑ Focus on **advisement and collaboration** with district staff
- ❑ **Review and monitor implementation** of respective plans, budget and implementation/impact metrics
- ❑ **Provide recommendations** to the Superintendent as appropriate
- ❑ **Liaison and represent** your school communities
  - ❑ Share Information out
  - ❑ Bring Information in

# Agenda

**6:00 - 6:10 Roll Call of Committee Members**

**6:10 - 6:15 Middle School Consent Update**

**6:15 - 6:25 Opening Moves and Connector**

**6:25 - 6:45 Staff Update**

- **Professional Development**
- **Welcoming Schools Liaisons**
- **Consent Education**

**6:45 - 7:00 Subcommittee Report Outs**

**7:00 - 7:25 BUSD Policy Update**

**7:25 - 7:30 Next Steps**



# Connector

- ❖ Name two goals for 2025!



## PROFESSIONAL DEVELOPMENT



- **New Title IX Training:**
  - BUSD Extended Cabinet
  - BUSD Principals
  - BHS Full Staff
  - Office of Family Engagement & Equity
  - Welcoming Schools Liaisons (January)
- **LGBTQ Privacy Laws**
  - School site administrative assistants
  - BUSD Principals
- **Name/Gender Change Form**
  - School site administrative assistants
  - BUSD Principals

- **Welcoming School Liaisons appointed to elementary and middle schools**
  - Job descriptions mirrors LGBTQ Liaisons
  - Expanded to middle school
- **Renewing contract with Human Rights Campaign**
  - Training and supporting WSL use to be done by Our Family Coalition liaison - no longer available
  - AGES will be reviewing lessons and providing feedback to HRC
- **Interim LGBTQ Coordinator - *BUSD Style!***
  - Welcoming School Liaison Coordination - TSA Climate and Culture
    - Training by Title IX Coordinator
  - Student Related Services and Supports - Title IX Coordinator

## Welcoming Schools Liaisons





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Community Schools, Thriving Students

## LGBTQ School Liaison

**Goal:** To Create a welcoming and supportive environment for LGBTQ students in Oakland.

LGBTQ Liaison will complete the following tasks by the end of the school year.

### Attend meetings

- Orientation: September
- Mid-Year: January
- GSA Day: May

### Lead and hold weekly (or bi-weekly) GSA Meetings

- Advertise Gender and Sexuality Alliance (GSA) club
- Identify regular time/location for GSA meetings
- Facilitate meetings; whenever possible co-facilitate with GSA student leader

### With the GSA Coordinate 1 School Event

- 1 classroom educational/awareness event OR
- 1 school-wide awareness event.

### Possible Event Themes:

- |                                  |                       |
|----------------------------------|-----------------------|
| ▪ National Coming Out Day        | ▪ Mix it up Day       |
| ▪ Transgender Day of Remembrance | ▪ Harvey Milk Day     |
| ▪ LGBTQ History Month            | ▪ Day of Silence      |
|                                  | ▪ GSA Developed Event |

### Administrative Duties

- Complete online logs to document activities \*
- Provide a presentation at a faculty meeting regarding the goal and expectations of the LGBTQ Liaison and laws and policies that support the work. Slides provided.

### Assist in Communication and Support of the following Policies:

- Seth's Law
- District Transgender Policy
- CA Student Safety and Violence Prevention Act (AB537)

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## Welcoming School Liaisons

### Attend meetings:

- Monthly coordination meetings

### Coordinate School Event:

- Provide resources to celebrate LGTBQ history month, Harvey Milk Day
- Initiate Rainbow Friday
- Help organize Rainbow families and friends groups
- Commemorate Pride
- Maintain WS Bulletin Board

### Professional Development:

- At least two professional development days on Welcoming Schools training
- Support teachers in making WS lessons
- Work with librarian to feature books on WS-related topics

### Family Supports:

- At least one parent education night

### Add on:

- Be a resource on District policies and procedures

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- **SPARK Assembly 9th Grade**

- Student Power Activated thru Respect & Kinship

- **Green Dot**

- BHS & Longfellow

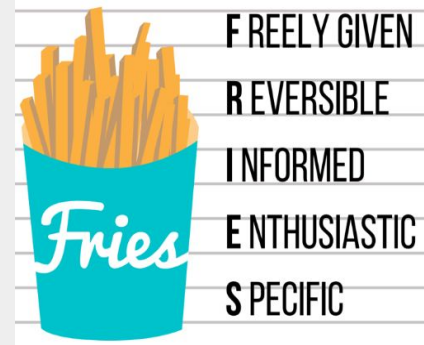
- **Consent Education 9-12**

- Independent Study
- BTA - January
- BHS - February to May

- **Consent Education K-8**

- Puberty Ed Update
- Middle School Peer Education

**CONSENT  
EDUCATION**



**SUBCOMMITTEE  
REPORT OUT**

**Sexual Safety  
Subcommittee**

**Gender Equity  
Subcommittee**

# BUSD Policy and Regulation



- [BP 0410 – Nondiscrimination in District Programs and Activities](#)
- [BP 5145.7 – Sex Discrimination and Sex-Based Harassment \(retitled\)](#)
- [AR 5145.7 – Sex Discrimination and Sex-Based Harassment \(retitled\)](#)
- [AR/E\(1\) 5145.71 – Sex Discrimination and Sex-Based Harassment Complaint Procedures](#)
- [BP 5157 Gender Identity and Access](#)
- [AR 5157 Gender Identity and Access](#)
- [BP 5159 Transgender and Gender Non-Conforming Students](#)
- [AR 5145.3 Transgender and Gender Non-Conforming Students](#)

# Upcoming Meetings: TBD





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**THANK  
YOU**

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