

Bakersfield City School District
The Advisory Bulletin

To: All Employees	Date: October 10, 2019	No. 20237
Subject: LGBTQ Resources		
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The Bakersfield City School District is committed to gender equity and equal opportunity for all students and staff. Research¹ identifies that students who may identify as lesbian, gay, bisexual, transgender, and questioning (LGBTQ) are at a higher risk for being bullied, feeling depressed, self-harming, or contemplating suicide. Education Code Section 234.1 requires any school district serving students in grades 7 to 12 to provide certificated employees with information on existing school site, district and community resources related to the support of lesbian, gay, bisexual, transgender, and questioning (LGBTQ) students. The attached list identifies resources to support the academic, attendance, health, and social-emotional needs of our BCSD students who may identify as LGBTQ. The resources list includes:

- School Multi-Tiered System of Supports (MTSS) and Service Delivery Model resources
- Identification of an LGBTQ Resource Support Provider who can provide professional development, coaching, and assistance to teachers in creating safe spaces for LGBTQ youth on campuses
- District policies and staff to assist in addressing supports for LGBTQ students and families
- Local and national LGBTQ community resources
- Links to online TK/K thru 12th grade educational resources to support LGBTQ students

Thank you for joining BCSD, the California Teachers Association (CTA), California School Boards Association (CSBA), and Association of California School Administrators (ACSA) in supporting nondiscrimination, anti-bullying and the creation of safe spaces for all our BCSD students. If you have any questions related to nondiscrimination policies, anti-bullying, or any of the resources identified feel free to contact Dr. Tim Fulenwider at 14872 or fulenwidert@bcسد.com.

The Bakersfield City School District (BCSD) is committed to equal opportunity for all individuals in education and in employment. BCSD prohibits discrimination, harassment, intimidation, and bullying in any employment practice, education program, or educational activity on the basis and/or association with a person or group with one or more of these actual or perceived characteristics of age, race or ethnicity, color, ancestry, nationality, national origin, immigration status, ethnic group identifications, religion, pregnancy, marital or parental status, physical or mental disability, sex (including sexual harassment), sexual orientation, gender, gender identity, gender expression, or genetic information, homelessness, foster status, military veteran status, political affiliation or any other basis prohibited by California state and federal nondiscrimination laws consistent with Education Code 200, 220 and 234.1, Penal Code 422.55, Government Code 11135, and Title IX. Not all bases of discrimination will apply to both education services and employment.

If you believe you, or your student, have been subjected to discrimination, harassment, intimidation, or bullying you should contact your school site principal and/or the District's Chief Compliance and Title IX Officer, Erin Johnston, by phone at (661) 631-4663, by email at johnstone@bcسد.com, or in person at 1300 Baker Street, Bakersfield, CA 93305. Copies of BCSD's Uniform Complaint policy, Sexual Harassment policy, and Nondiscrimination policies are available upon request.

¹ Human Rights Campaign Foundation <https://assets2.hrc.org/files/assets/resources/YouthReport-California-Final.pdf>

Bakersfield City School District

Lesbian Gay Bisexual Transgender Questioning (LGBTQ) Resources

School Multi-Tiered System of Supports & Service Delivery Model Resources

(Contact your school principal or MTSS team to access supports)

Associate School Social Workers - Contact: Jesse Beed (661) 631-5445

Support student attendance through case management and wraparound services; provide supports for students struggling with trauma, grief, and substance abuse

Behavioral Intervention Specialists - Contact: School Principal

School based service provider for social-emotional student supports

LGBTQ Resource Support Provider - Contact: Wendy Garay (661) 631-5470 (w); (661) 281-5033 (c)

District resource for supporting LGBTQ youth and creating safe spaces on school campuses; provides professional development and coaching to staff in supporting and addressing school LGBTQ youth.

Multi-Tiered System of Support (MTSS) Team - Contact: School Principal

School site team coordinating supports, interventions, and progress monitoring for students needing additional academic, attendance, social-emotional, and health supports

School Psychologists - Contact: Michael Cunningham (661) 631-5863

Suicidal threat and crisis response for students; supports intensive individual plan development for students; counseling for students

Wellness Center School Social Workers and Nurse Practitioners - Contact: Terri Lindsey (661) 631-5895

Health care, therapy and counseling supports for students and families; case management & wraparound

Youth Services Specialists - Contact: Lewis Neal (661) 631-4775

Check and Connect mentoring supports; training of site based mentors; PROUD Academy; Supports school site leadership development for youth development and conferences

District Resources

Chief Compliance and Title IX Officer - Erin Johnston (661) 631-4663

BCSD's Chief Compliance and Title IX Officer responds to and investigates formal allegations of discrimination, harassment, intimidation, and bullying in accordance with state and federal law

Instructional Support Services Division - Dr. Tim Fulenwider & Liz Gonzalez (661) 631-4872

Coordinates Educational Equity and federal program monitoring (FPM) compliance and training for supporting safe environments for LGBTQ youth, rights of LGBTQ students, bullying prevention and response, social-emotional learning, and multi-tiered systems of support

School Health and Wellness Department - Terri Lindsey (661) 631-5895

Coordinates resources to support comprehensive sexual health and HIV prevention education at all junior high and middle schools addressing the knowledge and skills needed to develop healthy attitudes concerning adolescent growth and development, body image, gender, sexual orientation, & relationships

Student Services Department - Melissa Banal Hoyt & Myron Williams (661) 631-4634

Ensures fair and equitable practices in relation to expulsion proceedings and the spectrum of discipline, including responses to discrimination, harassment, intimidation, and bullying of students, thru guidance to schools, training, and supportive services to students and families

Bakersfield City School District Lesbian Gay Bisexual Transgender Questioning (LGBTQ) Resources

Related BCSD Policies and Administrative Regulations

- 300.63 Nondiscrimination in District Programs and Activities
- 300.69 Educational Equity
- 400.20 Athletics
- 400.35 Extracurricular Activities
- 601.02 Bullying
- 601.06 Sexual Harassment of or by Students
- 601.12 Hate-Motivated Behavior
- 601.14 Nondiscrimination/Harassment
- 603.25 Suicide Prevention
- 605.01 Pupil Dress and Grooming
- 605.03 Uniform Complaint Procedures
- 605.07 Student Records
- 605.08 Student Organizations and Equal Access
- 605.10 Freedom of Speech/Expression: Publications Code

LGBTQ Community Resources

Bakersfield LGBTQ+ (661) 302-4266; <http://www.bakersfieldpride.org>; www.facebook.com/bakolgbtq
501c3 non-profit LGBTQ social and political organizing group supporting the needs of the LGBTQ community in Bakersfield

California Rural Legal Assistance, Inc. 1-831-724-2253; www.crla.org
Offers LGBT legal services in rural California and coordinates services with affiliates in Bakersfield

The Center for Sexuality & Gender Diversity (661) 843-7995; <https://www.glcenterbak.org/>;
email: info@thecenterbak.org
901 18th St. Bakersfield, CA Open walk-in hours: Tues.-Thurs. 5-7 PM; Fri. 4-7 PM; Sat. 3-6 PM
The Center provides a safe space for the LGBT community to meet, socialize and network. Seeks to improve the wellbeing of LGBT people in the Bakersfield area by providing social, cultural, and educational programs and activities, plus an extensive referral network.

Services offered include:

- A safe space
- Free 1:1 counseling
- Youth group (meets once per month)
- Gender Rebels (Transgender support group)
- Bi/Pansexual + group
- Affirming and inclusive events
- Support workshop

Dolores Huerta Foundation's Equality Program (661) 322-3033 <http://doloreshuerta.org/programs/equality-program/> Provides workshops and networking opportunities for youth to create healthy, accepting, supportive communities for the Latino LGBT community

Bakersfield City School District Lesbian Gay Bisexual Transgender Questioning (LGBTQ) Resources

LGBTQ Community Resources (continued)

LGBT National Help Center - Youth Talkline: 1-800-246-PRIDE (7743); www.glnh.org
Serves the LGBTQ community by providing free & confidential peer-support and resources

PFLAG Bakersfield (Parents, Families, Friends & Allies United with LGBTQ People to move equality forward)
(661) 527-3524; <https://pflag.org/chapter/pflag-bakersfield>; pflagfl@yahoo.com
PFLAG provides culturally and linguistically appropriate support and resources for LGBTQ persons and families. PFLAG conducts presentations by LGBTQ persons and family members for students, parents and the community.

The Trevor Project - Hotline: 1-866-488-7386; Text: "TREVOR" to 1-202-304-1200; Online e-chat:
www.thetrevorproject.org;
National organization providing crisis intervention and suicide prevention services to LGBTQ youth

Youth Empowerment Pride Project of Bakersfield - www.facebook.com/YEPPBakersfield;
Email: yepbakersfield@gmail.com
Provides online safe spaces for LGBTQI Youth in Bakersfield and Kern County

K-12 Educational Resources

Advocates for Youth www.advocatesforyouth.org
Provides culturally relevant resources and fact sheets related to youth sexual health, rights, and justice.

ADL www.adl.org
Anti-Defamation League provides educational resources related to anti-bias, anti-discrimination and anti-bullying

California Teachers Association (CTA) www.cta.org/en/Issues-and-Action/Ongoing-Issues/Human-Rights.aspx
CTA provides resources for supporting LGBTQ+ staff and students

Family Acceptance Project <http://familyproject.sfsu.edu>
A research, intervention, education, and policy initiative that works to prevent health and mental health risks for LGBT children and youth - in the context of their families, cultures and faith communities.

GLSEN www.glsen.org
Educational organization dedicated to ensuring that every member of every school community is valued and respected regardless of sexual orientation, gender identity or gender expression. Provides educational resources, policy guidance, and networking.

Gender Spectrum www.genderspectrum.org
Offers educational resources to empower relationships, work and interactions with youth and students related to gender inclusion.

Teaching Tolerance www.tolerance.org
Provides free resources to educators to support the creation of civil and inclusive school communities where children are respected, valued, and welcome.