

Date:	Fri 01 Sep 2023 05:18:41 PM -0700
From:	David Sanchez <dsanchez@beaumontusd.k12.ca.us>
To:	Thomasita82 <Thomasita82@protonmail.com>
Cc:	
Subject:	Re: Request for district adopted Flag Policy
Size:	12825.0 Kb
Id:	7493446451

I completely understand your point of view.

Thank you.
David Sanchez

On Fri, Sep 1, 2023, 12:45 PM Thomasita82
<Thomasita82@protonmail.com>
wrote:

> Dear Members of the School Board, Superintendent Kakish and
> Assistant Superintendent
> Brown,
>
> I hope this letter finds you in good health and high spirits.
I am writing
> to express my concerns regarding the display of LGBTQIA+ flags
by teachers
> in our schools. It was brought to my attention that Mrs.
Monica Rice, 4th
> Grade teacher at Three Rings Elementary, has her classroom
full of LGBTQ
> material that is displayed on the walls. In addition, there
are flyers and
> signs posted in the teachers' lounge with descriptions of all
of the
> various "Pride" flags including, but not limited to a Leather
Pride Flag
> and a Rubber Pride Flag (Please see the attached pictures for
reference).
> While I fully support the promotion of inclusivity and
diversity within our
> educational institutions, I believe it is essential to
maintain viewpoint
> neutrality during teachers' official duties to ensure all
students can
> focus on learning. I am respectfully requesting the district
draft and
> adopt a Flag Policy to only include the American Flag and the
California

> State Flag.
>
> Firstly, let me emphasize that I believe in creating an environment where
> all students feel safe and respected, regardless of their sexual
> orientation, gender identity, or expression. Inclusivity and diversity
> should be celebrated in our schools, and our educators play a crucial role
> in fostering these values. However, it is equally important that we strike
> a balance between promoting inclusivity and ensuring that teachers do not
> inadvertently introduce personal biases into their classrooms.
>
> Teachers have a legal and ethical responsibility to maintain viewpoint
> neutrality during their official duties. This means that they should
> refrain from promoting any particular political or social agenda that could
> potentially alienate or influence students. While the LGBTQIA+ flag is
> undoubtedly a symbol of pride and support for the LGBTQIA+ community, it
> can be interpreted as taking a stance on a controversial issue.
>
> When teachers display LGBTQIA+ flags in their classrooms or on their
> person during instructional time, they may inadvertently communicate a
> personal viewpoint that some students and parents may not agree with. This
> has the potential to create discomfort or conflict in the learning
> environment and could hinder the educational experience for certain
> students. In addition, it could open up unwanted litigation against the
> school district by parents and students who feel discriminated against
> based on their cultural and/or religious views of the LGBTQ community.
>

> I propose that we find alternative ways to promote inclusivity and
> diversity in our schools that do not risk violating the principle of
> viewpoint neutrality. For example, we could focus on implementing
> comprehensive anti-bullying programs, fostering open dialogue on diversity
> and inclusion, and providing resources and support for LGBTQIA+ students
> and their allies. These initiatives can help create a more inclusive
> environment without potentially compromising the neutrality of our
> educators.

>
> I would like to emphasize that my intention is not to diminish the
> importance of supporting LGBTQIA+ students or promoting diversity within
> our schools. Instead, I believe it is crucial that we find ways to achieve
> these goals while ensuring that teachers remain neutral in their official
> capacities. This will help us maintain an educational environment where all
> students can learn and thrive without feeling marginalized or pressured to
> adopt specific beliefs. Also, I would recommend, not only holding these
> teachers accountable, but also the site principals as they are the bound by
> the same legal and ethical responsibilities.

>
> Thank you for taking the time to consider my concerns and my request for a
> district adopted Flag Policy. I hope we can work together to find a
> balanced approach that promotes inclusivity and diversity while upholding
> the principles of viewpoint neutrality within our educational institutions.

>
> Sincerely,
>
> Liliana Thomas

> Beaumont USD Parent
>

Date:	Fri 01 Sep 2023 02:00:57 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Alex Sponheim <alex@sponheimmarketing.com>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: 330 and counting...
Size:	778744.0 Kb
Id:	9537580388
Attachment:	Screenshot_20230901_123850_Chrome.jpg
Attachment:	FB_IMG_1693441145258.jpg

FYI

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>

Date: Fri, Sep 1, 2023 at 1:33 PM

Subject: 330 and counting...

To: <sdmitchell@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, Student Board Member <studentboardmember@beaumontusd.k12.ca.us>

Hello everyone,

I hope you are well. At the August 22nd board meeting I expressed my concern regarding a push for the Parental Notification Policy to be added to the September 12th board meeting agenda. As Beaumont USD Trustees we know you are dedicated to protecting and supporting all students. LGBTQ students are already susceptible to increased safety risks and mental health concerns. Beaumont USD doesn't need a Parental Notification Policy that would have a detrimental impact on the overall well-being of LGBTQ students in this district where we are already witnessing acts of hate. Did you know TRR was targeted again this week?

A total of 330 letters have been sent to Beaumont USD board

members in
response to the request from a few local (and not so local)
people to add a
Parental Notification Policy to your board agenda for September
12th. Many
more community members are preparing to join us in this letter
campaign in
the coming days.

It would be wonderful to have a statement from Beaumont USD that
clearly
states that there are no plans to add a Parental Notification
Policy to the
board agenda in any upcoming meetings, and thus will not be
considered for
a vote. Our neighboring district, Redlands USD has done this and
it
provided much relief for LGBTQ students in their district.

<https://actionnetwork.org/letters/support-and-protect-lgbtq-students-in-beaumont-usd>

Thank you,

Sonia

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

[<https://www.facebook.com/BeaumontUSD>](https://www.facebook.com/BeaumontUSD)

[<https://twitter.com/Beaumont_SD>](https://twitter.com/Beaumont_SD)

[<https://www.instagram.com/beaumont_usd/>](https://www.instagram.com/beaumont_usd/)

[<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>](https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g)

Skipping attachment 1 of 2 (Screenshot_20230901_123850_Chrome.jpg) because it is too large.
Attachment size is 595627 and the max size is 200000.

FB_IMG_1693441145258.jpg

3:02



Thank you for submitting a request to have a parent notification resolution agenda item at an upcoming Board meeting. As you may know, pursuant to Education Code section 35160, the Board of Education may only take actions which are, "not in conflict with or inconsistent with, or preempted by, any law and which is not in conflict with the purposes for which school districts are established." Consequently, agenda requests that may be in conflict with or inconsistent with the law are not within the Board's subject matter jurisdiction.

A lawsuit was recently filed by the California Attorney General against another school district that adopted a parent notification policy. The lawsuit, among other things, is challenging the legality of the parent notification policy under several legal theories. At this time, because there is uncertainty whether parent notification policies are in conflict with or inconsistent with the law, the requested agenda item is not within the subject matter jurisdiction of the Board.

We will keep your request on file in the event the lawsuit is ultimately resolved in favor of the requested agenda item

Warm regards,

Melissa Ayala-Quintero
President, Board of Education
Redlands Unified School District

Date:	Fri 01 Sep 2023 02:00:57 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Alex Sponheim <alex@sponheimmarketing.com>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: 330 and counting...
Size:	769667.0 Kb
Id:	7493436271
Attachment:	Screenshot 20230901 123850_Chrome.jpg
Attachment:	FB_IMG_1693441145258.jpg

FYI

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>

Date: Fri, Sep 1, 2023 at 1:33 PM

Subject: 330 and counting...

To: <sdmitchell@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, Student Board Member <studentboardmember@beaumontusd.k12.ca.us>

Hello everyone,

I hope you are well. At the August 22nd board meeting I expressed my concern regarding a push for the Parental Notification Policy to be added to the September 12th board meeting agenda. As Beaumont USD Trustees we know you are dedicated to protecting and supporting all students. LGBTQ students are already susceptible to increased safety risks and mental health concerns. Beaumont USD doesn't need a Parental Notification Policy that would have a detrimental impact on the overall well-being of LGBTQ students in this district where we are already witnessing acts of hate. Did you know TRR was targeted again this week?

A total of 330 letters have been sent to Beaumont USD board

members in
response to the request from a few local (and not so local)
people to add a
Parental Notification Policy to your board agenda for September
12th. Many
more community members are preparing to join us in this letter
campaign in
the coming days.

It would be wonderful to have a statement from Beaumont USD that
clearly
states that there are no plans to add a Parental Notification
Policy to the
board agenda in any upcoming meetings, and thus will not be
considered for
a vote. Our neighboring district, Redlands USD has done this and
it
provided much relief for LGBTQ students in their district.

<https://actionnetwork.org/letters/support-and-protect-lgbtq-students-in-beaumont-usd>

Thank you,

Sonia

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

[<https://www.facebook.com/BeaumontUSD>](https://www.facebook.com/BeaumontUSD)

[<https://twitter.com/Beaumont_SD>](https://twitter.com/Beaumont_SD)

[<https://www.instagram.com/beaumont_usd/>](https://www.instagram.com/beaumont_usd/)

[<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>](https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g)

Skipping attachment 1 of 2 (Screenshot_20230901_123850_Chrome.jpg) because it is too large.
Attachment size is 595627 and the max size is 200000.

FB_IMG_1693441145258.jpg

3:02



Thank you for submitting a request to have a parent notification resolution agenda item at an upcoming Board meeting. As you may know, pursuant to Education Code section 35160, the Board of Education may only take actions which are, "not in conflict with or inconsistent with, or preempted by, any law and which is not in conflict with the purposes for which school districts are established." Consequently, agenda requests that may be in conflict with or inconsistent with the law are not within the Board's subject matter jurisdiction.

A lawsuit was recently filed by the California Attorney General against another school district that adopted a parent notification policy. The lawsuit, among other things, is challenging the legality of the parent notification policy under several legal theories. At this time, because there is uncertainty whether parent notification policies are in conflict with or inconsistent with the law, the requested agenda item is not within the subject matter jurisdiction of the Board.

We will keep your request on file in the event the lawsuit is ultimately resolved in favor of the requested agenda item

Warm regards,

Melissa Ayala-Quintero
President, Board of Education
Redlands Unified School District

Date:	Fri 01 Sep 2023 02:00:57 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Alex Sponheim <alex@sponheimmarketing.com>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: 330 and counting...
Size:	769667.0 Kb
Id:	105687266
Attachment:	Screenshot 20230901 123850_Chrome.jpg
Attachment:	FB_IMG_1693441145258.jpg

FYI

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>

Date: Fri, Sep 1, 2023 at 1:33 PM

Subject: 330 and counting...

To: <sdmitchell@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, Student Board Member <studentboardmember@beaumontusd.k12.ca.us>

Hello everyone,

I hope you are well. At the August 22nd board meeting I expressed my concern regarding a push for the Parental Notification Policy to be added to the September 12th board meeting agenda. As Beaumont USD Trustees we know you are dedicated to protecting and supporting all students. LGBTQ students are already susceptible to increased safety risks and mental health concerns. Beaumont USD doesn't need a Parental Notification Policy that would have a detrimental impact on the overall well-being of LGBTQ students in this district where we are already witnessing acts of hate. Did you know TRR was targeted again this week?

A total of 330 letters have been sent to Beaumont USD board

members in
response to the request from a few local (and not so local)
people to add a
Parental Notification Policy to your board agenda for September
12th. Many
more community members are preparing to join us in this letter
campaign in
the coming days.

It would be wonderful to have a statement from Beaumont USD that
clearly
states that there are no plans to add a Parental Notification
Policy to the
board agenda in any upcoming meetings, and thus will not be
considered for
a vote. Our neighboring district, Redlands USD has done this and
it
provided much relief for LGBTQ students in their district.

<https://actionnetwork.org/letters/support-and-protect-lgbtq-students-in-beaumont-usd>

Thank you,

Sonia

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<https://www.facebook.com/BeaumontUSD>

https://twitter.com/Beaumont_SD

https://www.instagram.com/beaumont_usd/

<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>

Skipping attachment 1 of 2 (Screenshot_20230901_123850_Chrome.jpg) because it is too large.
Attachment size is 595627 and the max size is 200000.

FB_IMG_1693441145258.jpg

3:02



Thank you for submitting a request to have a parent notification resolution agenda item at an upcoming Board meeting. As you may know, pursuant to Education Code section 35160, the Board of Education may only take actions which are, "not in conflict with or inconsistent with, or preempted by, any law and which is not in conflict with the purposes for which school districts are established." Consequently, agenda requests that may be in conflict with or inconsistent with the law are not within the Board's subject matter jurisdiction.

A lawsuit was recently filed by the California Attorney General against another school district that adopted a parent notification policy. The lawsuit, among other things, is challenging the legality of the parent notification policy under several legal theories. At this time, because there is uncertainty whether parent notification policies are in conflict with or inconsistent with the law, the requested agenda item is not within the subject matter jurisdiction of the Board.

We will keep your request on file in the event the lawsuit is ultimately resolved in favor of the requested agenda item

Warm regards,

Melissa Ayala-Quintero
President, Board of Education
Redlands Unified School District

Date:	Fri 01 Sep 2023 02:00:57 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Alex Sponheim <alex@sponheimmarketing.com>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: 330 and counting...
Size:	769667.0 Kb
Id:	7493436289
Attachment:	Screenshot 20230901 123850_Chrome.jpg
Attachment:	FB_IMG_1693441145258.jpg

FYI

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>

Date: Fri, Sep 1, 2023 at 1:33 PM

Subject: 330 and counting...

To: <sdmitchell@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, Student Board Member <studentboardmember@beaumontusd.k12.ca.us>

Hello everyone,

I hope you are well. At the August 22nd board meeting I expressed my concern regarding a push for the Parental Notification Policy to be added to the September 12th board meeting agenda. As Beaumont USD Trustees we know you are dedicated to protecting and supporting all students. LGBTQ students are already susceptible to increased safety risks and mental health concerns. Beaumont USD doesn't need a Parental Notification Policy that would have a detrimental impact on the overall well-being of LGBTQ students in this district where we are already witnessing acts of hate. Did you know TRR was targeted again this week?

A total of 330 letters have been sent to Beaumont USD board

members in
response to the request from a few local (and not so local)
people to add a
Parental Notification Policy to your board agenda for September
12th. Many
more community members are preparing to join us in this letter
campaign in
the coming days.

It would be wonderful to have a statement from Beaumont USD that
clearly
states that there are no plans to add a Parental Notification
Policy to the
board agenda in any upcoming meetings, and thus will not be
considered for
a vote. Our neighboring district, Redlands USD has done this and
it
provided much relief for LGBTQ students in their district.

<https://actionnetwork.org/letters/support-and-protect-lgbtq-students-in-beaumont-usd>

Thank you,

Sonia

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

[<https://www.facebook.com/BeaumontUSD>](https://www.facebook.com/BeaumontUSD)

[<https://twitter.com/Beaumont_SD>](https://twitter.com/Beaumont_SD)

[<https://www.instagram.com/beaumont_usd/>](https://www.instagram.com/beaumont_usd/)

[<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>](https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g)

Skipping attachment 1 of 2 (Screenshot_20230901_123850_Chrome.jpg) because it is too large.
Attachment size is 595627 and the max size is 200000.

FB_IMG_1693441145258.jpg

3:02



Thank you for submitting a request to have a parent notification resolution agenda item at an upcoming Board meeting. As you may know, pursuant to Education Code section 35160, the Board of Education may only take actions which are, "not in conflict with or inconsistent with, or preempted by, any law and which is not in conflict with the purposes for which school districts are established." Consequently, agenda requests that may be in conflict with or inconsistent with the law are not within the Board's subject matter jurisdiction.

A lawsuit was recently filed by the California Attorney General against another school district that adopted a parent notification policy. The lawsuit, among other things, is challenging the legality of the parent notification policy under several legal theories. At this time, because there is uncertainty whether parent notification policies are in conflict with or inconsistent with the law, the requested agenda item is not within the subject matter jurisdiction of the Board.

We will keep your request on file in the event the lawsuit is ultimately resolved in favor of the requested agenda item

Warm regards,

Melissa Ayala-Quintero
President, Board of Education
Redlands Unified School District

Date:	Fri 01 Sep 2023 02:00:31 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Alex Sponheim <alex@sponheimmarketing.com>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Request for district adopted Flag Policy
Size:	896499.0 Kb
Id:	9537580382
Attachment:	Monica Rice 4th Grade classroom.jpg
Attachment:	Monica Rice 4th Grade classroom posters.jpg
Attachment:	Monica Rice 4th Grade classroom door.jpg
Attachment:	Monica Rice 4th Grade classroom books.jpg
Attachment:	Monica Rice 4th Grade classroom books-2.jpg
Attachment:	LGBTQIA Social Justice and Leadership Confernce Flyer-Teachers Lounge.jpg
Attachment:	Pride Flag descriptions in Teachers Lounge.jpg
Attachment:	Pronoun Guide Flyer from National Edication Association-Teachers Lounge.jpg

FYI

----- Forwarded message -----

From: Thomasita82 <Thomasita82@protonmail.com>
Date: Fri, Sep 1, 2023 at 12:45 PM
Subject: Request for district adopted Flag Policy
To: dsanchez@beaumontusd.k12.ca.us
<dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us
<mwilliamson@beaumontusd.k12.ca.us>,
sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
slara@beaumontusd.k12.ca.us <slara@beaumontusd.k12.ca.us>,
mkakish@beaumontusd.k12.ca.us <mkakish@beaumontusd.k12.ca.us>,
ebrown@beaumontusd.k12.ca.us <ebrown@beaumontusd.k12.ca.us>

Dear Members of the School Board, Superintendent Kakish and Assistant Superintendent Brown,

I hope this letter finds you in good health and high spirits. I am writing to express my concerns regarding the display of LGBTQIA+ flags by teachers in our schools. It was brought to my attention that Mrs. Monica Rice, 4th

Grade teacher at Three Rings Elementary, has her classroom full of LGBTQ material that is displayed on the walls. In addition, there are flyers and signs posted in the teachers' lounge with descriptions of all of the various "Pride" flags including, but not limited to a Leather Pride Flag and a Rubber Pride Flag (Please see the attached pictures for reference). While I fully support the promotion of inclusivity and diversity within our educational institutions, I believe it is essential to maintain viewpoint neutrality during teachers' official duties to ensure all students can focus on learning. I am respectfully requesting the district draft and adopt a Flag Policy to only include the American Flag and the California State Flag.

Firstly, let me emphasize that I believe in creating an environment where all students feel safe and respected, regardless of their sexual orientation, gender identity, or expression. Inclusivity and diversity should be celebrated in our schools, and our educators play a crucial role in fostering these values. However, it is equally important that we strike a balance between promoting inclusivity and ensuring that teachers do not inadvertently introduce personal biases into their classrooms.

Teachers have a legal and ethical responsibility to maintain viewpoint neutrality during their official duties. This means that they should refrain from promoting any particular political or social agenda that could potentially alienate or influence students. While the LGBTQIA+ flag is undoubtedly a symbol of pride and support for the LGBTQIA+ community, it can be interpreted as taking a stance on a controversial issue.

When teachers display LGBTQIA+ flags in their classrooms or on their person during instructional time, they may inadvertently communicate a personal viewpoint that some students and parents may not agree with. This has the potential to create discomfort or conflict in the learning environment and could hinder the educational experience for certain students. In addition, it could open up unwanted litigation against the school district by parents and students who feel discriminated against based on their cultural and/or religious views of the LGBTQ community.

I propose that we find alternative ways to promote inclusivity and diversity in our schools that do not risk violating the principle of viewpoint neutrality. For example, we could focus on implementing comprehensive anti-bullying programs, fostering open dialogue on diversity and inclusion, and providing resources and support for LGBTQIA+ students and their allies. These initiatives can help create a more inclusive environment without potentially compromising the neutrality of our educators.

I would like to emphasize that my intention is not to diminish the importance of supporting LGBTQIA+ students or promoting diversity within our schools. Instead, I believe it is crucial that we find ways to achieve these goals while ensuring that teachers remain neutral in their official capacities. This will help us maintain an educational environment where all students can learn and thrive without feeling marginalized or pressured to adopt specific beliefs. Also, I would recommend, not only

holding these
teachers accountable, but also the site principals as they are
the bound by
the same legal and ethical responsibilities.

Thank you for taking the time to consider my concerns and my
request for a
district adopted Flag Policy. I hope we can work together to
find a
balanced approach that promotes inclusivity and diversity while
upholding
the principles of viewpoint neutrality within our educational
institutions.

Sincerely,

Liliana Thomas
Beaumont USD Parent

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

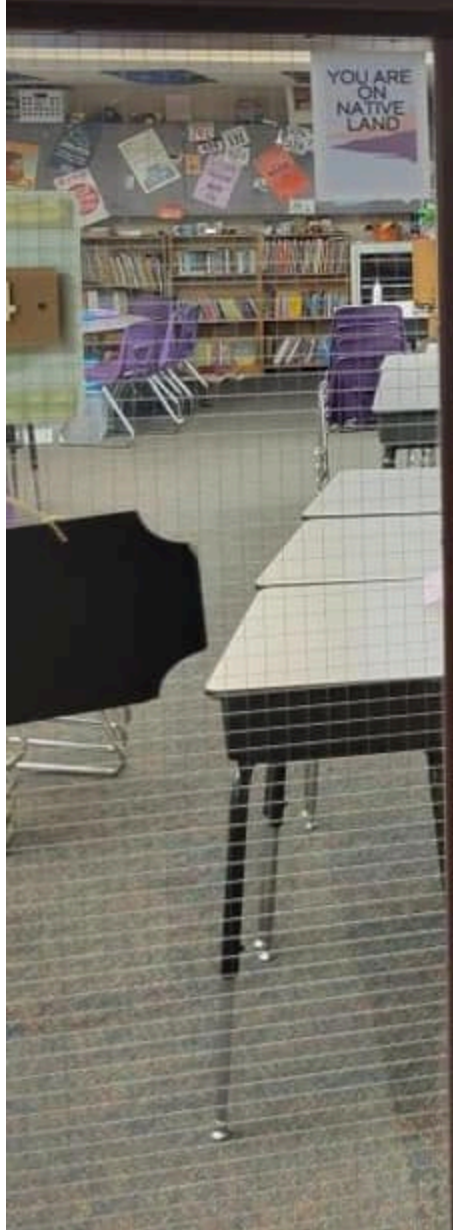
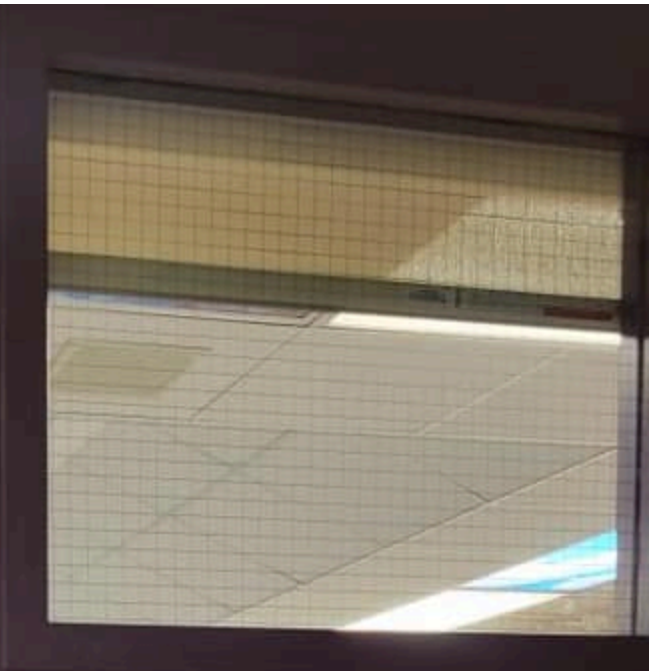
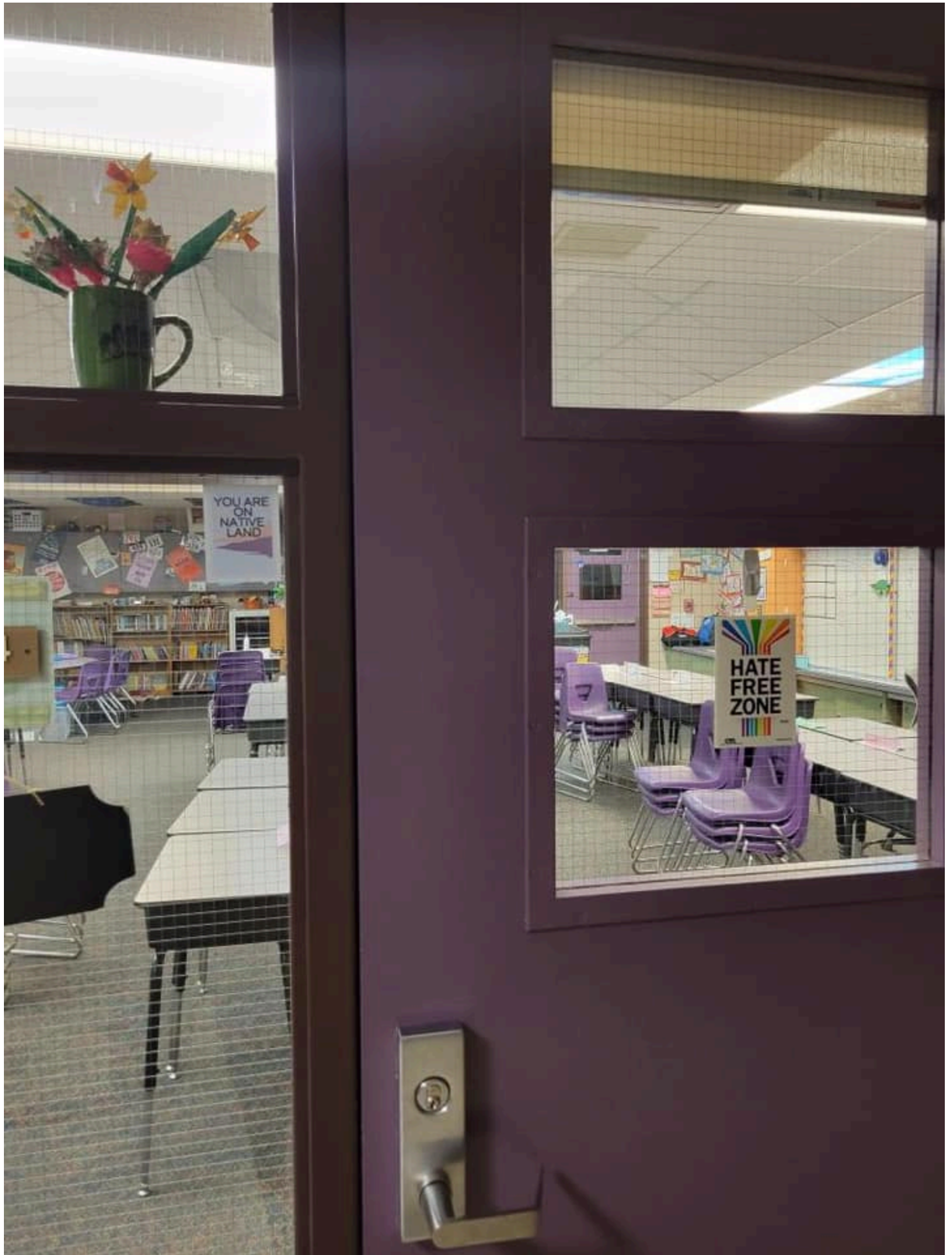
Monica Rice 4th Grade classroom.jpg



Monica Rice 4th Grade classroom posters.jpg



Monica Rice 4th Grade classroom door.jpg



Monica Rice 4th Grade classroom books.jpg



Zell
Mrs. Bala
Laguan
Vella
William
Aiden
Kennedy
Achilles

Alturismo
Mrs. Brooks
Teva
Dedrick
Michael
Rashad
Brnyae
Alina
Anayah
Sage
Josiah

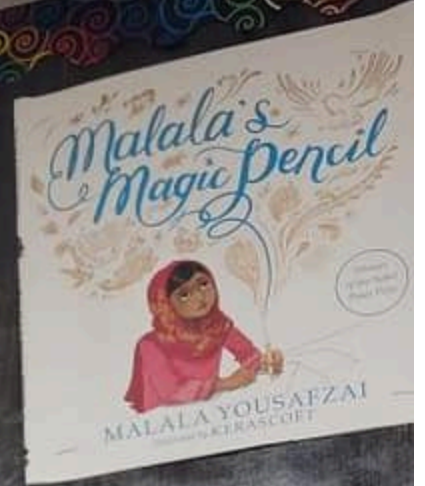
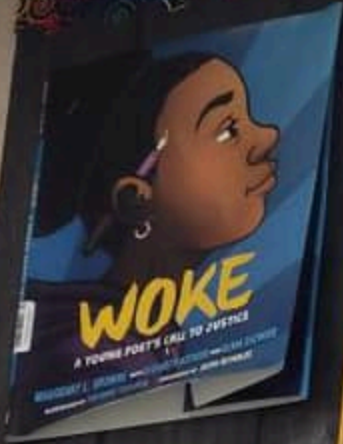
Onesta
Mrs. Rice
Nate
Isaac
Jacqueline
Ian
Noah
Anastasia
Jimena

Dauntless
Mrs. Evans
Roman
Eve
Stefanie
Kash
Joel
Joseph
Mia
Naan

7/1	4/4
6	5
1/17/2021	1/16/21
12	6



Monica Rice 4th Grade classroom books-2.jpg



LGBTQIA Social Justice and Leadership Confernce Flyer-Teachers Lounge.jpg

Earn more
help yourself
* support someone in your family
* support colleagues
* support students

I'm
H
E
R
E



Webinars
Conference

RAINBOW SERIES

Join us as we continue our virtual LGBTQ+ themed webinars on topics that are important to you! Be in the know and use the information to help yourself, fellow members, and students.

- ENGAGE
- LEARN
- GROW



Join Us Next Year!
September 23, 2021 February 17, 2022
October 21, 2021 March 11, 2022
November 18, 2021 April 7, 2022

4:30PM (PST) 6:30PM (CST) 1:00PM (EST)
www.nea-lgbtqc.org



nea Member Benefits

2023 LGBTQ+ Social Justice & Leadership Conference

THE
LINQ
HOTEL &
CASINO
Las Vegas, NV

Presented by the NEA LGBTQ+ Caucus

Save the
DATE

APRIL 21-23, 2023

www.nea-jetroc.org

Pride Flag descriptions in Teachers Lounge.jpg

LGBTQ+ Flags



Gilbert Baker Pride Flag



1978 Pride Flag



Traditional Gay Pride Flag



Philadelphia Pride Flag



Progress Pride Flag



Bisexual Pride Flag



Pansexual Pride Flag



Asexual Pride Flag



Labrys Lesbian Pride Flag



Polyamory Pride Flag



Intersex Pride Flag



Transgender Pride Flag



Genderfluid Pride Flag



Genderqueer Pride Flag



Ally Pride Flag



Leather Pride Flag



Bear Brotherhood Pride Flag



Rubber Pride Flag



Polysexual Pride Flag



Aromantic Pride Flag



Demisexual Pride Flag



Lesbian Pride Flag



Demioromantic Pride Flag



Nonbinary Pride Flag



Pride of Africa Flag



Queer People of Color Pride Flag



Intersex-Inclusive Pride Flag



Trans-Inclusive Gay Men's Pride Flag



Two-Spirit Pride Flag



Abrosexual Pride Flag



Drag Pride Flag



Agender Pride Flag

Pronoun Guide Flyer from National Education Association-Teachers Lounge.jpg

PRONOUN GUIDE

This is a guide for NEA leaders, members and staff to better understand and use pronouns in a respectful way for all NEA meetings and communications. Please be aware that some of this advice may not be appropriate for your school community, depending on current state law, check with your state or local affiliate regarding questions related to state law or school district policies.

PRONOUNS

Pronouns are words that function in the place of a name. Instead of saying, "My brother Steve is coming to pick me up in Steve's car, and we are going to Steve's favorite restaurant," a person could instead say, "his car/his favorite restaurant."

In English, we have two sets of gendered pronouns: "she/her/hers" and "he/him/his" are pronouns that are attached to a particular gender. Men/males have typically been referred to using he/him/his and women/females by using she/her/hers. We likely all grew up assuming we knew someone's pronouns just by looking at them, or knowing their gender, but that isn't the case. In an effort to be more affirming of all, it is important to get out of the habit of assuming pronouns.

Plural pronouns are becoming more widely accepted as gender-neutral singular pronouns. It is grammatically correct to use singular "they" to refer to a singular person of unknown gender or to a non-binary person who does not feel gendered pronouns work for them.

Here is a list of the most common pronouns used. Always use the pronouns of the individual once they have told you what pronouns they use. You may see more pronouns outside of this list.

Subjective	Objective	Possessive Adjective	Possessive Pronouns	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	
He	Him	His	His	Himself	
They	Them	Their	Theirs	Themselves	
Ze	Zim	Zir	Zirs	Zirself	Ze or Zee Zim (rhymes with them) Zir (rhymes with their)

TIPS ON USING GENDER-NEUTRAL PRONOUNS

Chances are that you've used "they, them, or their" as neutral pronouns when you weren't aware of a person's gender. These pronouns are gender-neutral and are used by some transgender and gender non-conforming people. Recognizing that it's natural to do this can help when a non-binary person asks you to use gender-neutral pronouns for them. The following are examples when you might have used gender-neutral pronouns without realizing:

- You're at an event, and someone left a key for you, but you can't find it. You might ask, "Where did they leave the key?"
- You are awaiting a delivery from a postal worker and wonder, "When are they dropping off the mail?"
- Someone gives your organization a gift, but you didn't meet the donor. You might say, "Please tell them I said thank you!"

Date:	Fri 01 Sep 2023 02:00:31 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Alex Sponheim <alex@sponheimmarketing.com>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Request for district adopted Flag Policy
Size:	887422.0 Kb
Id:	105687260
Attachment:	Monica Rice 4th Grade classroom.jpg
Attachment:	Monica Rice 4th Grade classroom posters.jpg
Attachment:	Monica Rice 4th Grade classroom door.jpg
Attachment:	Monica Rice 4th Grade classroom books.jpg
Attachment:	Monica Rice 4th Grade classroom books-2.jpg
Attachment:	LGBTQIA Social Justice and Leadership Confernce Flyer-Teachers Lounge.jpg
Attachment:	Pride Flag descriptions in Teachers Lounge.jpg
Attachment:	Pronoun Guide Flyer from National Edication Association-Teachers Lounge.jpg

FYI

----- Forwarded message -----

From: Thomasita82 <Thomasita82@protonmail.com>
Date: Fri, Sep 1, 2023 at 12:45 PM
Subject: Request for district adopted Flag Policy
To: dsanchez@beaumontusd.k12.ca.us
<dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us
<mwilliamson@beaumontusd.k12.ca.us>,
sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
slara@beaumontusd.k12.ca.us <slara@beaumontusd.k12.ca.us>,
mkakish@beaumontusd.k12.ca.us <mkakish@beaumontusd.k12.ca.us>,
ebrown@beaumontusd.k12.ca.us <ebrown@beaumontusd.k12.ca.us>

Dear Members of the School Board, Superintendent Kakish and Assistant Superintendent Brown,

I hope this letter finds you in good health and high spirits. I am writing to express my concerns regarding the display of LGBTQIA+ flags by teachers in our schools. It was brought to my attention that Mrs. Monica Rice, 4th

Grade teacher at Three Rings Elementary, has her classroom full of LGBTQ material that is displayed on the walls. In addition, there are flyers and signs posted in the teachers' lounge with descriptions of all of the various "Pride" flags including, but not limited to a Leather Pride Flag and a Rubber Pride Flag (Please see the attached pictures for reference). While I fully support the promotion of inclusivity and diversity within our educational institutions, I believe it is essential to maintain viewpoint neutrality during teachers' official duties to ensure all students can focus on learning. I am respectfully requesting the district draft and adopt a Flag Policy to only include the American Flag and the California State Flag.

Firstly, let me emphasize that I believe in creating an environment where all students feel safe and respected, regardless of their sexual orientation, gender identity, or expression. Inclusivity and diversity should be celebrated in our schools, and our educators play a crucial role in fostering these values. However, it is equally important that we strike a balance between promoting inclusivity and ensuring that teachers do not inadvertently introduce personal biases into their classrooms.

Teachers have a legal and ethical responsibility to maintain viewpoint neutrality during their official duties. This means that they should refrain from promoting any particular political or social agenda that could potentially alienate or influence students. While the LGBTQIA+ flag is undoubtedly a symbol of pride and support for the LGBTQIA+ community, it can be interpreted as taking a stance on a controversial issue.

When teachers display LGBTQIA+ flags in their classrooms or on their person during instructional time, they may inadvertently communicate a personal viewpoint that some students and parents may not agree with. This has the potential to create discomfort or conflict in the learning environment and could hinder the educational experience for certain students. In addition, it could open up unwanted litigation against the school district by parents and students who feel discriminated against based on their cultural and/or religious views of the LGBTQ community.

I propose that we find alternative ways to promote inclusivity and diversity in our schools that do not risk violating the principle of viewpoint neutrality. For example, we could focus on implementing comprehensive anti-bullying programs, fostering open dialogue on diversity and inclusion, and providing resources and support for LGBTQIA+ students and their allies. These initiatives can help create a more inclusive environment without potentially compromising the neutrality of our educators.

I would like to emphasize that my intention is not to diminish the importance of supporting LGBTQIA+ students or promoting diversity within our schools. Instead, I believe it is crucial that we find ways to achieve these goals while ensuring that teachers remain neutral in their official capacities. This will help us maintain an educational environment where all students can learn and thrive without feeling marginalized or pressured to adopt specific beliefs. Also, I would recommend, not only

holding these
teachers accountable, but also the site principals as they are
the bound by
the same legal and ethical responsibilities.

Thank you for taking the time to consider my concerns and my
request for a
district adopted Flag Policy. I hope we can work together to
find a
balanced approach that promotes inclusivity and diversity while
upholding
the principles of viewpoint neutrality within our educational
institutions.

Sincerely,

Liliana Thomas
Beaumont USD Parent

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<https://www.facebook.com/BeaumontUSD>

https://twitter.com/Beaumont_SD

https://www.instagram.com/beaumont_usd/

<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>

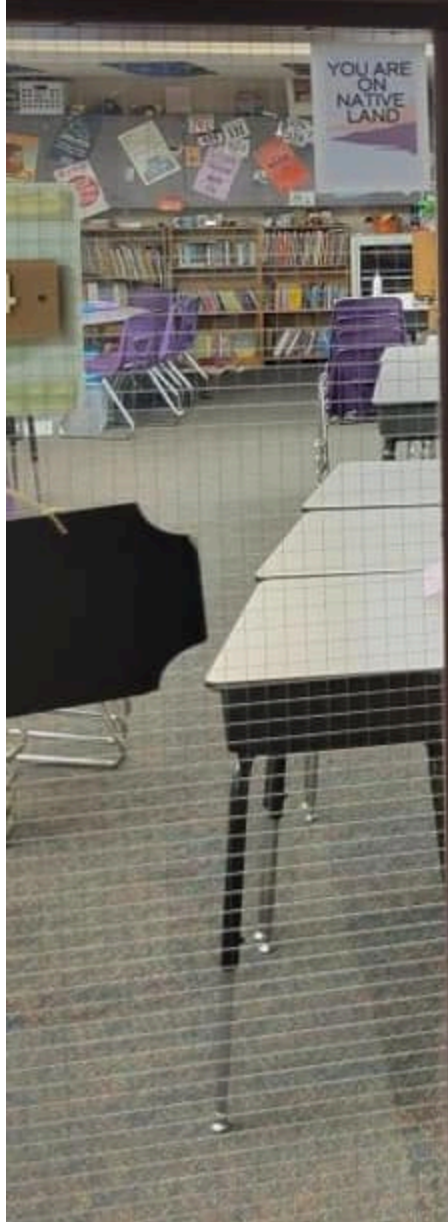
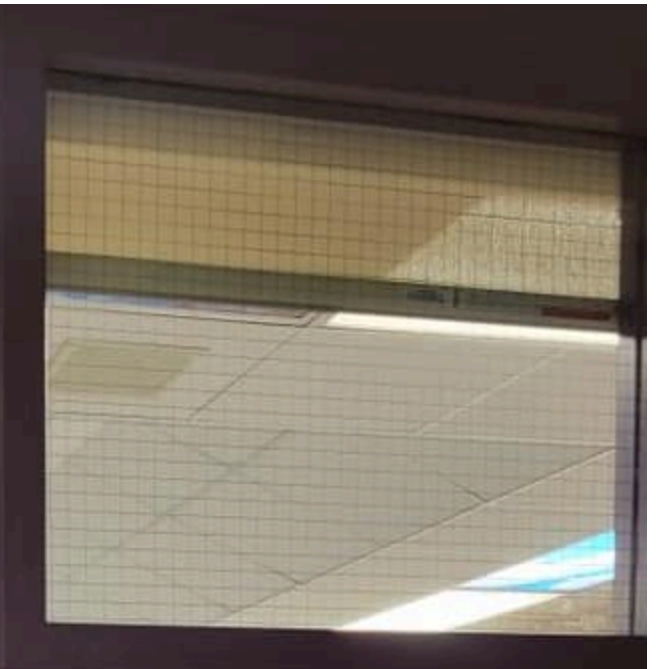
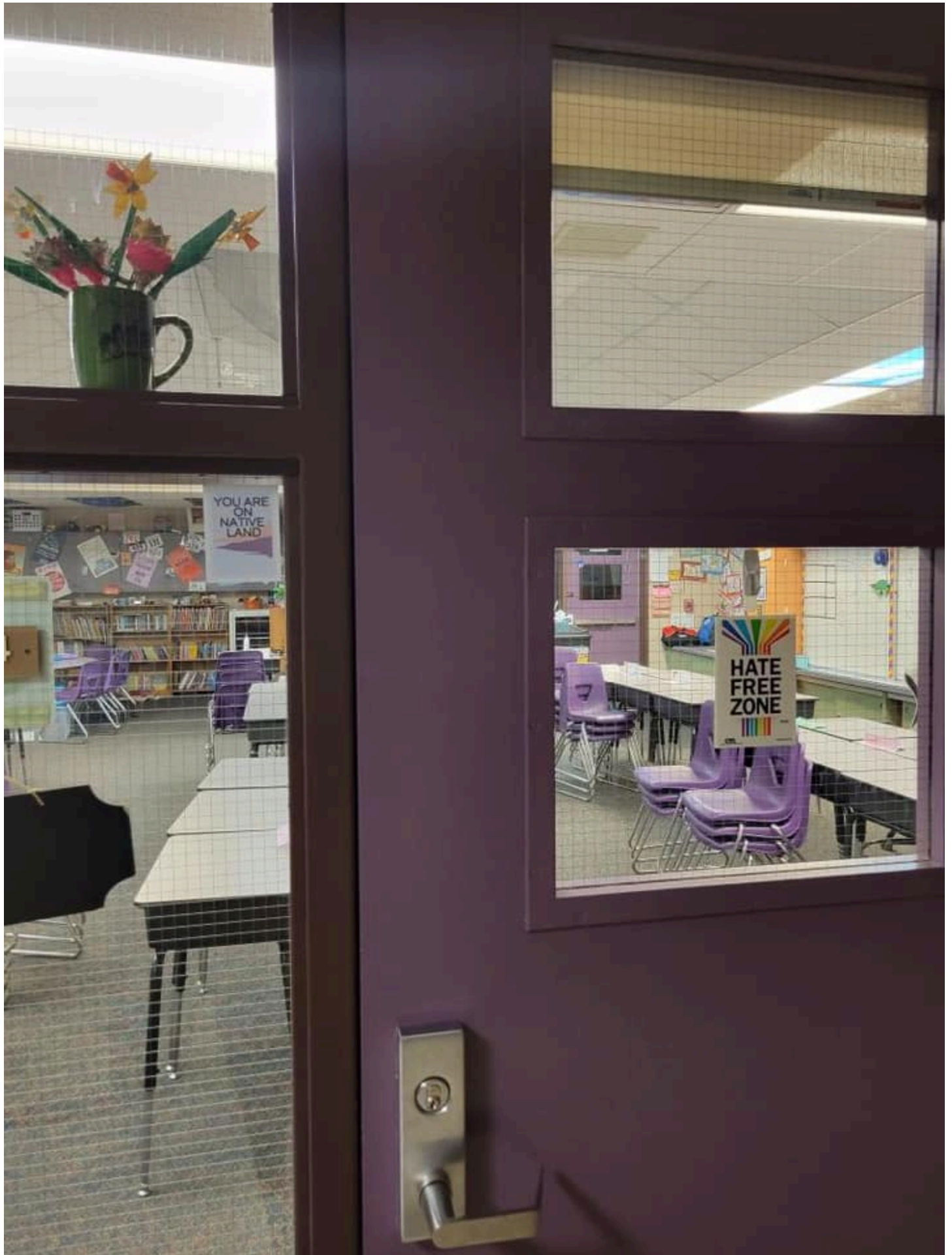
Monica Rice 4th Grade classroom.jpg



Monica Rice 4th Grade classroom posters.jpg



Monica Rice 4th Grade classroom door.jpg



Monica Rice 4th Grade classroom books.jpg



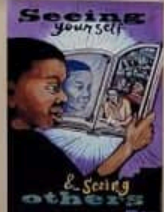
Zell
Mrs. Bala
Laguan
Vella
William
Aiden
Kennedy
Achilles

Alturismo
Mrs. Brooks
Teva
Dedrick
Michael
Rashad
Brnyae
Alina
Anayah
Sage
Josiah

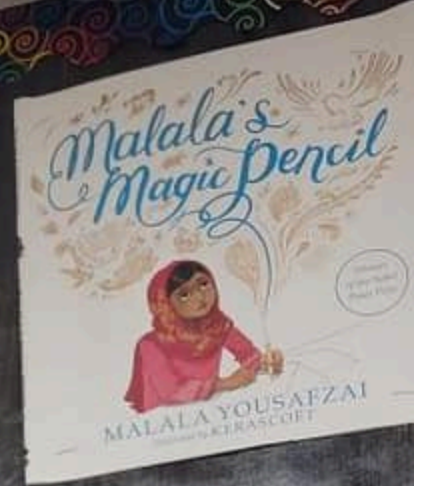
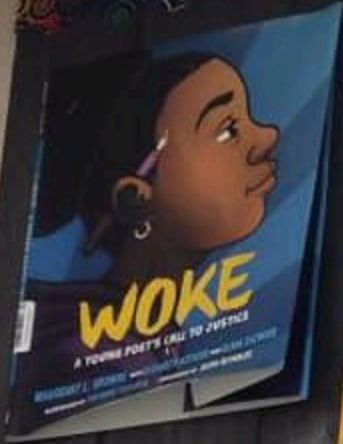
Oresta
Mrs. Rice
Nate
Isaac
Jacqueline
Ian
Noah
Anastasia
Jimena

Dauntless
Mrs. Evans
Roptan
Eve
Stefanie
Kash
Joel
Joseph
Mia
Naan

7/1	4/4
6	5
1/17/2021	1/16/21
12	6



Monica Rice 4th Grade classroom books-2.jpg



LGBTQIA Social Justice and Leadership Confernce Flyer-Teachers Lounge.jpg

Earn more
help yourself
* support someone in your family
* support colleagues
* support students

I'm
H
E
R
E



Webinars
Conference

RAINBOW SERIES

Join us as we continue our virtual LGBTQ+ themed webinars on topics that are important to you! Be in the know and use the information to help yourself, fellow members, and students.

- ENGAGE
- LEARN
- GROW



Join Us Next Year!
September 23, 2021 February 17, 2022
October 21, 2021 March 11, 2022
November 18, 2021 April 7, 2022

4:30PM (PST) 6:30PM (CST) 1:00PM (EST)
www.nea-lgbtqc.org



nea Member Benefits

2023 LGBTQ+ Social Justice & Leadership Conference

THE
LINQ
HOTEL &
CASINO
Las Vegas, NV

Presented by the NEA LGBTQ+ Caucus

Save the
DATE

APRIL 21-23, 2023

www.nea-jetroc.org

Pride Flag descriptions in Teachers Lounge.jpg

LGBTQ+ Flags



Gilbert Baker Pride Flag



1978 Pride Flag



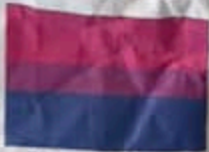
Traditional Gay Pride Flag



Philadelphia Pride Flag



Progress Pride Flag



Bisexual Pride Flag



Pansexual Pride Flag



Asexual Pride Flag



Labrys Lesbian Pride Flag



Polyamory Pride Flag



Intersex Pride Flag



Transgender Pride Flag



Genderfluid Pride Flag



Genderqueer Pride Flag



Ally Pride Flag



Leather Pride Flag



Bear Brotherhood Pride Flag



Rubber Pride Flag



Polysexual Pride Flag



Aromantic Pride Flag



Demisexual Pride Flag



Lesbian Pride Flag



Demioromantic Pride Flag



Nonbinary Pride Flag



Pride of Africa Flag



Queer People of Color Pride Flag



Intersex-Inclusive Pride Flag



Trans-Inclusive Gay Men's Pride Flag



Two-Spirit Pride Flag



Abrosexual Pride Flag



Drag Pride Flag



Agender Pride Flag

Pronoun Guide Flyer from National Education Association-Teachers Lounge.jpg

PRONOUN GUIDE

This is a guide for NEA leaders, members and staff to better understand and use pronouns in a respectful way for all NEA meetings and communications. Please be aware that some of this advice may not be appropriate for your school community, depending on current state law, check with your state or local affiliate regarding questions related to state law or school district policies.

PRONOUNS

Pronouns are words that function in the place of a name. Instead of saying, "My brother Steve is coming to pick me up in Steve's car, and we are going to Steve's favorite restaurant," a person could instead say, "his car/his favorite restaurant."

In English, we have two sets of gendered pronouns: "she/her/hers" and "he/him/his" are pronouns that are attached to a particular gender. Men/males have typically been referred to using he/him/his and women/females by using she/her/hers. We likely all grew up assuming we knew someone's pronouns just by looking at them, or knowing their gender, but that isn't the case. In an effort to be more affirming of all, it is important to get out of the habit of assuming pronouns.

Plural pronouns are becoming more widely accepted as gender-neutral singular pronouns. It is grammatically correct to use singular "they" to refer to a singular person of unknown gender or to a non-binary person who does not feel gendered pronouns work for them.

Here is a list of the most common pronouns used. Always use the pronouns of the individual once they have told you what pronouns they use. You may see more pronouns outside of this list.

Subjective	Objective	Possessive Adjective	Possessive Pronouns	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	
He	Him	His	His	Himself	
They	Them	Their	Theirs	Themselves	
Ze	Zim	Zir	Zirs	Zirself	Ze or Zee Zim (rhymes with them) Zir (rhymes with their)

TIPS ON USING GENDER-NEUTRAL PRONOUNS

Chances are that you've used "they, them, or their" as neutral pronouns when you weren't aware of a person's gender. These pronouns are gender-neutral and are used by some transgender and gender non-conforming people. Recognizing that it's natural to do this can help when a non-binary person asks you to use gender-neutral pronouns for them. The following are examples when you might have used gender-neutral pronouns without realizing:

- You're at an event, and someone left a key for you, but you can't find it. You might ask, "Where did they leave the key?"
- You are awaiting a delivery from a postal worker and wonder, "When are they dropping off the mail?"
- Someone gives your organization a gift, but you didn't meet the donor. You might say, "Please tell them I said thank you!"

Date:	Fri 01 Sep 2023 02:00:31 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Alex Sponheim <alex@sponheimmarketing.com>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Request for district adopted Flag Policy
Size:	887422.0 Kb
Id:	7493436261
Attachment:	Monica Rice 4th Grade classroom.jpg
Attachment:	Monica Rice 4th Grade classroom posters.jpg
Attachment:	Monica Rice 4th Grade classroom door.jpg
Attachment:	Monica Rice 4th Grade classroom books.jpg
Attachment:	Monica Rice 4th Grade classroom books-2.jpg
Attachment:	LGBTQIA Social Justice and Leadership Confernce Flyer-Teachers Lounge.jpg
Attachment:	Pride Flag descriptions in Teachers Lounge.jpg
Attachment:	Pronoun Guide Flyer from National Edication Association-Teachers Lounge.jpg

FYI

----- Forwarded message -----

From: Thomasita82 <Thomasita82@protonmail.com>
Date: Fri, Sep 1, 2023 at 12:45 PM
Subject: Request for district adopted Flag Policy
To: dsanchez@beaumontusd.k12.ca.us
<dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us
<mwilliamson@beaumontusd.k12.ca.us>,
sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
slara@beaumontusd.k12.ca.us <slara@beaumontusd.k12.ca.us>,
mkakish@beaumontusd.k12.ca.us <mkakish@beaumontusd.k12.ca.us>,
ebrown@beaumontusd.k12.ca.us <ebrown@beaumontusd.k12.ca.us>

Dear Members of the School Board, Superintendent Kakish and Assistant Superintendent Brown,

I hope this letter finds you in good health and high spirits. I am writing to express my concerns regarding the display of LGBTQIA+ flags by teachers in our schools. It was brought to my attention that Mrs. Monica Rice, 4th

Grade teacher at Three Rings Elementary, has her classroom full of LGBTQ material that is displayed on the walls. In addition, there are flyers and signs posted in the teachers' lounge with descriptions of all of the various "Pride" flags including, but not limited to a Leather Pride Flag and a Rubber Pride Flag (Please see the attached pictures for reference). While I fully support the promotion of inclusivity and diversity within our educational institutions, I believe it is essential to maintain viewpoint neutrality during teachers' official duties to ensure all students can focus on learning. I am respectfully requesting the district draft and adopt a Flag Policy to only include the American Flag and the California State Flag.

Firstly, let me emphasize that I believe in creating an environment where all students feel safe and respected, regardless of their sexual orientation, gender identity, or expression. Inclusivity and diversity should be celebrated in our schools, and our educators play a crucial role in fostering these values. However, it is equally important that we strike a balance between promoting inclusivity and ensuring that teachers do not inadvertently introduce personal biases into their classrooms.

Teachers have a legal and ethical responsibility to maintain viewpoint neutrality during their official duties. This means that they should refrain from promoting any particular political or social agenda that could potentially alienate or influence students. While the LGBTQIA+ flag is undoubtedly a symbol of pride and support for the LGBTQIA+ community, it can be interpreted as taking a stance on a controversial issue.

When teachers display LGBTQIA+ flags in their classrooms or on their person during instructional time, they may inadvertently communicate a personal viewpoint that some students and parents may not agree with. This has the potential to create discomfort or conflict in the learning environment and could hinder the educational experience for certain students. In addition, it could open up unwanted litigation against the school district by parents and students who feel discriminated against based on their cultural and/or religious views of the LGBTQ community.

I propose that we find alternative ways to promote inclusivity and diversity in our schools that do not risk violating the principle of viewpoint neutrality. For example, we could focus on implementing comprehensive anti-bullying programs, fostering open dialogue on diversity and inclusion, and providing resources and support for LGBTQIA+ students and their allies. These initiatives can help create a more inclusive environment without potentially compromising the neutrality of our educators.

I would like to emphasize that my intention is not to diminish the importance of supporting LGBTQIA+ students or promoting diversity within our schools. Instead, I believe it is crucial that we find ways to achieve these goals while ensuring that teachers remain neutral in their official capacities. This will help us maintain an educational environment where all students can learn and thrive without feeling marginalized or pressured to adopt specific beliefs. Also, I would recommend, not only

holding these
teachers accountable, but also the site principals as they are
the bound by
the same legal and ethical responsibilities.

Thank you for taking the time to consider my concerns and my
request for a
district adopted Flag Policy. I hope we can work together to
find a
balanced approach that promotes inclusivity and diversity while
upholding
the principles of viewpoint neutrality within our educational
institutions.

Sincerely,

Liliana Thomas
Beaumont USD Parent

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

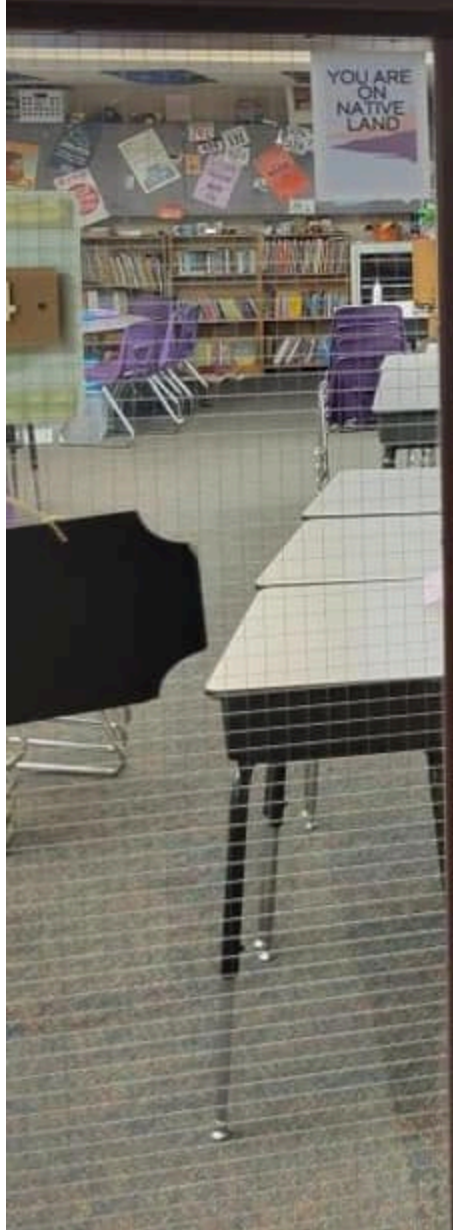
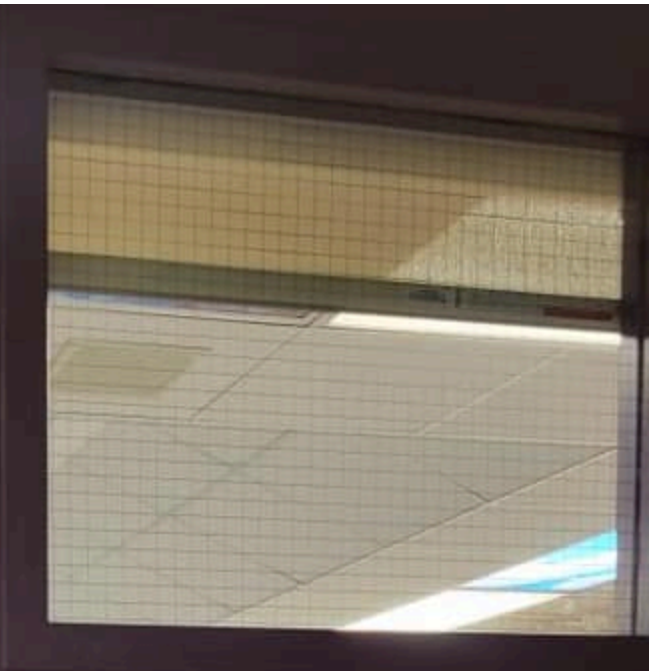
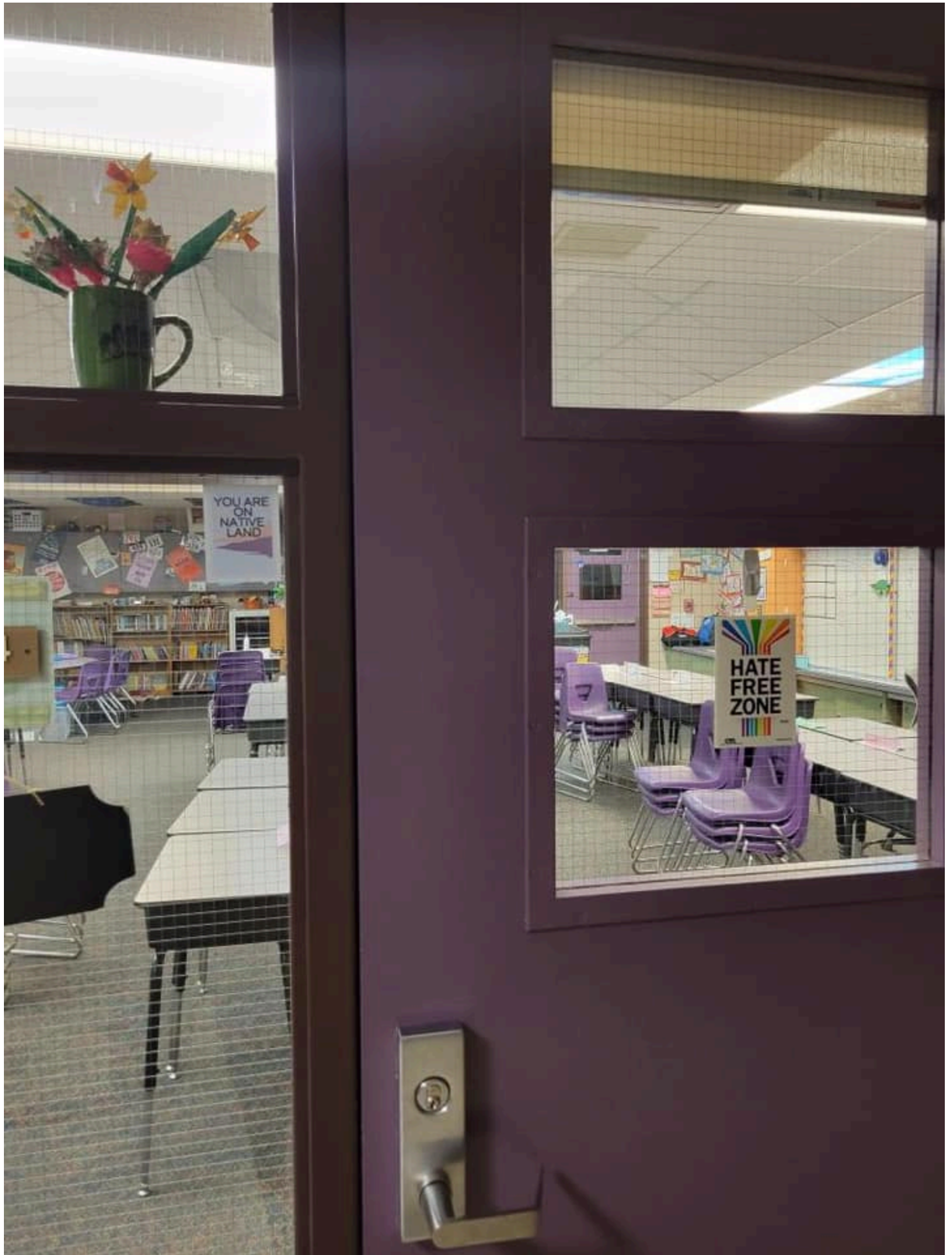
Monica Rice 4th Grade classroom.jpg



Monica Rice 4th Grade classroom posters.jpg



Monica Rice 4th Grade classroom door.jpg



Monica Rice 4th Grade classroom books.jpg



Zell
Mrs. Bala
Laguan
Vella
William
Aiden
Kennedy
Achilles

Alturismo
Mrs. Brooks
Teva
Dedrick
Michael
Rashad
Brnyae
Alina
Anayah
Sage
Josiah

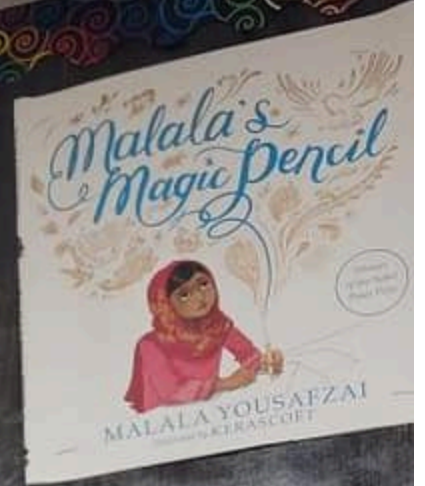
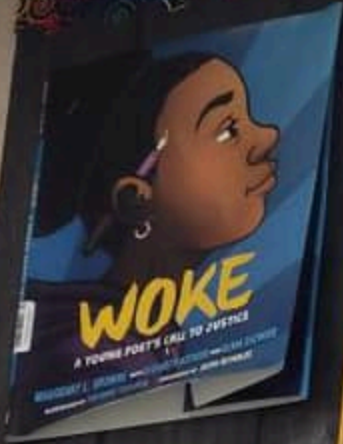
Oresta
Mrs. Rice
Nate
Isaac
Jacqueline
Ian
Noah
Anastasia
Jimena

Dauntless
Mrs. Evans
Roptan
Eve
Stefanie
Kash
Joel
Joseph
Mia
Naan

7/1	4/4
6	5
1/1/2021	1/1/21
12	6



Monica Rice 4th Grade classroom books-2.jpg



LGBTQIA Social Justice and Leadership Confernce Flyer-Teachers Lounge.jpg

Earn more
help yourself
* support someone in your family
* support colleagues
* support students

I'm
H
E
R
E



Webinars
Conference

RAINBOW SERIES

Join us as we continue our virtual LGBTQ+ themed webinars on topics that are important to you! Be in the know and use the information to help yourself, fellow members, and students.

- ENGAGE
- LEARN
- GROW



Join Us Next Year!
September 23, 2021 February 17, 2022
October 21, 2021 March 11, 2022
November 18, 2021 April 7, 2022

4:30PM (PST) 6:30PM (CST) 1:00PM (EST)
www.nea-lgbtqc.org



nea Member Benefits

2023 LGBTQ+ Social Justice & Leadership Conference

THE
LINQ
HOTEL &
CASINO
Las Vegas, NV

Presented by the NEA LGBTQ+ Caucus

Save the
DATE

APRIL 21-23, 2023

www.nea-jetroc.org

Pride Flag descriptions in Teachers Lounge.jpg

LGBTQ+ Flags



Gilbert Baker Pride Flag



1978 Pride Flag



Traditional Gay Pride Flag



Philadelphia Pride Flag



Progress Pride Flag



Bisexual Pride Flag



Pansexual Pride Flag



Asexual Pride Flag



Labrys Lesbian Pride Flag



Polyamory Pride Flag



Intersex Pride Flag



Transgender Pride Flag



Genderfluid Pride Flag



Genderqueer Pride Flag



Ally Pride Flag



Leather Pride Flag



Bear Brotherhood Pride Flag



Rubber Pride Flag



Polysexual Pride Flag



Aromantic Pride Flag



Demisexual Pride Flag



Lesbian Pride Flag



Demioromantic Pride Flag



Nonbinary Pride Flag



Pride of Africa Flag



Queer People of Color Pride Flag



Intersex-Inclusive Pride Flag



Trans-Inclusive Gay Men's Pride Flag



Two-Spirit Pride Flag



Abrosexual Pride Flag



Drag Pride Flag



Agender Pride Flag

Pronoun Guide Flyer from National Education Association-Teachers Lounge.jpg

PRONOUN GUIDE

This is a guide for NEA leaders, members and staff to better understand and use pronouns in a respectful way for all NEA meetings and communications. Please be aware that some of this advice may not be appropriate for your school community, depending on current state law, check with your state or local affiliate regarding questions related to state law or school district policies.

PRONOUNS

Pronouns are words that function in the place of a name. Instead of saying, "My brother Steve is coming to pick me up in Steve's car, and we are going to Steve's favorite restaurant," a person could instead say, "his car/his favorite restaurant."

In English, we have two sets of gendered pronouns: "she/her/hers" and "he/him/his" are pronouns that are attached to a particular gender. Men/males have typically been referred to using he/him/his and women/females by using she/her/hers. We likely all grew up assuming we knew someone's pronouns just by looking at them, or knowing their gender, but that isn't the case. In an effort to be more affirming of all, it is important to get out of the habit of assuming pronouns.

Plural pronouns are becoming more widely accepted as gender-neutral singular pronouns. It is grammatically correct to use singular "they" to refer to a singular person of unknown gender or to a non-binary person who does not feel gendered pronouns work for them.

Here is a list of the most common pronouns used. Always use the pronouns of the individual once they have told you what pronouns they use. You may see more pronouns outside of this list.

Subjective	Objective	Possessive Adjective	Possessive Pronouns	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	
He	Him	His	His	Himself	
They	Them	Their	Theirs	Themselves	
Ze	Zim	Zir	Zirs	Zirself	Ze or Zee Zim (rhymes with them) Zir (rhymes with their)

TIPS ON USING GENDER-NEUTRAL PRONOUNS

Chances are that you've used "they, them, or their" as neutral pronouns when you weren't aware of a person's gender. These pronouns are gender-neutral and are used by some transgender and gender non-conforming people. Recognizing that it's natural to do this can help when a non-binary person asks you to use gender-neutral pronouns for them. The following are examples when you might have used gender-neutral pronouns without realizing:

- You're at an event, and someone left a key for you, but you can't find it. You might ask, "Where did they leave the key?"
- You are awaiting a delivery from a postal worker and wonder, "When are they dropping off the mail?"
- Someone gives your organization a gift, but you didn't meet the donor. You might say, "Please tell them I said thank you!"

Date:	Fri 01 Sep 2023 02:00:31 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Alex Sponheim <alex@sponheimmarketing.com>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Request for district adopted Flag Policy
Size:	896499.0 Kb
Id:	7493435983
Attachment:	Monica Rice 4th Grade classroom.jpg
Attachment:	Monica Rice 4th Grade classroom posters.jpg
Attachment:	Monica Rice 4th Grade classroom door.jpg
Attachment:	Monica Rice 4th Grade classroom books.jpg
Attachment:	Monica Rice 4th Grade classroom books-2.jpg
Attachment:	LGBTQIA Social Justice and Leadership Confernce Flyer-Teachers Lounge.jpg
Attachment:	Pride Flag descriptions in Teachers Lounge.jpg
Attachment:	Pronoun Guide Flyer from National Edication Association-Teachers Lounge.jpg

FYI

----- Forwarded message -----

From: Thomasita82 <Thomasita82@protonmail.com>
Date: Fri, Sep 1, 2023 at 12:45 PM
Subject: Request for district adopted Flag Policy
To: dsanchez@beaumontusd.k12.ca.us
<dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us
<mwilliamson@beaumontusd.k12.ca.us>,
sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
slara@beaumontusd.k12.ca.us <slara@beaumontusd.k12.ca.us>,
mkakish@beaumontusd.k12.ca.us <mkakish@beaumontusd.k12.ca.us>,
ebrown@beaumontusd.k12.ca.us <ebrown@beaumontusd.k12.ca.us>

Dear Members of the School Board, Superintendent Kakish and Assistant Superintendent Brown,

I hope this letter finds you in good health and high spirits. I am writing to express my concerns regarding the display of LGBTQIA+ flags by teachers in our schools. It was brought to my attention that Mrs. Monica Rice, 4th

Grade teacher at Three Rings Elementary, has her classroom full of LGBTQ material that is displayed on the walls. In addition, there are flyers and signs posted in the teachers' lounge with descriptions of all of the various "Pride" flags including, but not limited to a Leather Pride Flag and a Rubber Pride Flag (Please see the attached pictures for reference). While I fully support the promotion of inclusivity and diversity within our educational institutions, I believe it is essential to maintain viewpoint neutrality during teachers' official duties to ensure all students can focus on learning. I am respectfully requesting the district draft and adopt a Flag Policy to only include the American Flag and the California State Flag.

Firstly, let me emphasize that I believe in creating an environment where all students feel safe and respected, regardless of their sexual orientation, gender identity, or expression. Inclusivity and diversity should be celebrated in our schools, and our educators play a crucial role in fostering these values. However, it is equally important that we strike a balance between promoting inclusivity and ensuring that teachers do not inadvertently introduce personal biases into their classrooms.

Teachers have a legal and ethical responsibility to maintain viewpoint neutrality during their official duties. This means that they should refrain from promoting any particular political or social agenda that could potentially alienate or influence students. While the LGBTQIA+ flag is undoubtedly a symbol of pride and support for the LGBTQIA+ community, it can be interpreted as taking a stance on a controversial issue.

When teachers display LGBTQIA+ flags in their classrooms or on their person during instructional time, they may inadvertently communicate a personal viewpoint that some students and parents may not agree with. This has the potential to create discomfort or conflict in the learning environment and could hinder the educational experience for certain students. In addition, it could open up unwanted litigation against the school district by parents and students who feel discriminated against based on their cultural and/or religious views of the LGBTQ community.

I propose that we find alternative ways to promote inclusivity and diversity in our schools that do not risk violating the principle of viewpoint neutrality. For example, we could focus on implementing comprehensive anti-bullying programs, fostering open dialogue on diversity and inclusion, and providing resources and support for LGBTQIA+ students and their allies. These initiatives can help create a more inclusive environment without potentially compromising the neutrality of our educators.

I would like to emphasize that my intention is not to diminish the importance of supporting LGBTQIA+ students or promoting diversity within our schools. Instead, I believe it is crucial that we find ways to achieve these goals while ensuring that teachers remain neutral in their official capacities. This will help us maintain an educational environment where all students can learn and thrive without feeling marginalized or pressured to adopt specific beliefs. Also, I would recommend, not only

holding these
teachers accountable, but also the site principals as they are
the bound by
the same legal and ethical responsibilities.

Thank you for taking the time to consider my concerns and my
request for a
district adopted Flag Policy. I hope we can work together to
find a
balanced approach that promotes inclusivity and diversity while
upholding
the principles of viewpoint neutrality within our educational
institutions.

Sincerely,

Liliana Thomas
Beaumont USD Parent

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

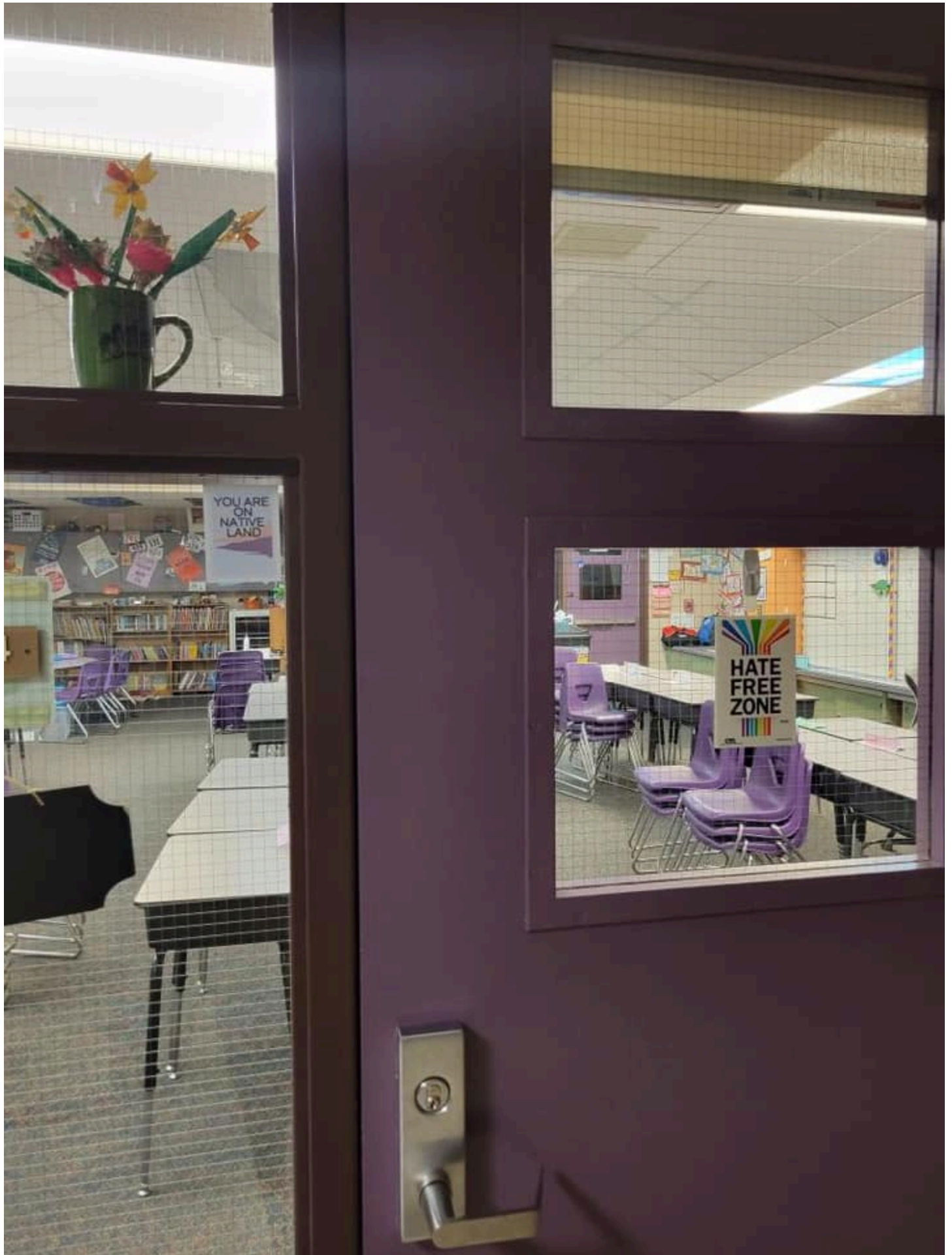
Monica Rice 4th Grade classroom.jpg



Monica Rice 4th Grade classroom posters.jpg



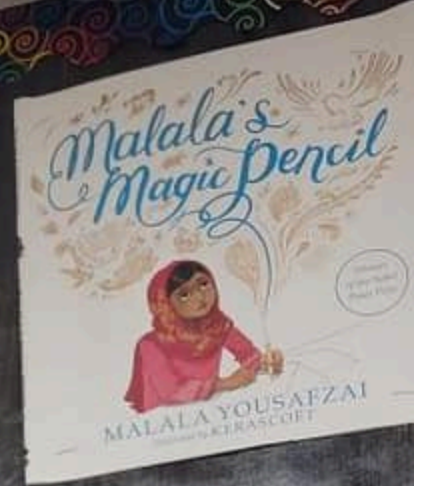
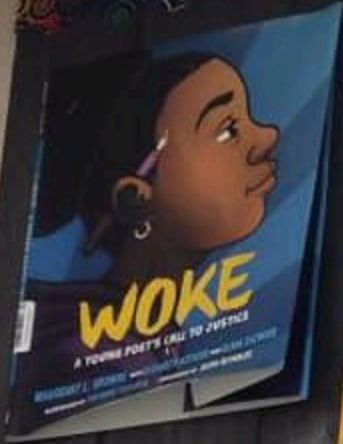
Monica Rice 4th Grade classroom door.jpg



Monica Rice 4th Grade classroom books.jpg



Monica Rice 4th Grade classroom books-2.jpg



LGBTQIA Social Justice and Leadership Confernce Flyer-Teachers Lounge.jpg

Earn more
help yourself
* support someone in your family
* support colleagues
* support students

I'm
H
E
R
E



Webinars
Conference

RAINBOW SERIES

Join us as we continue our virtual LGBTQ+ themed webinars on topics that are important to you! Be in the know and use the information to help yourself, fellow members, and students.

- ENGAGE
- LEARN
- GROW



Join Us Next Year!
September 23, 2021 February 17, 2022
October 21, 2021 March 11, 2022
November 18, 2021 April 7, 2022

4:30PM (PST) 6:30PM (CST) 1:00PM (EST)
www.nea-lgbtqc.org



nea Member Benefits

2023 LGBTQ+ Social Justice & Leadership Conference

THE
LINQ
HOTEL &
CASINO
Las Vegas, NV

Presented by the NEA LGBTQ+ Caucus

Save the
DATE

APRIL 21-23, 2023

www.nea-jetroc.org

Pride Flag descriptions in Teachers Lounge.jpg

LGBTQ+ Flags



Gilbert Baker Pride Flag



1978 Pride Flag



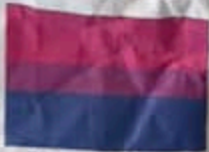
Traditional Gay Pride Flag



Philadelphia Pride Flag



Progress Pride Flag



Bisexual Pride Flag



Pansexual Pride Flag



Asexual Pride Flag



Labrys Lesbian Pride Flag



Polyamory Pride Flag



Intersex Pride Flag



Transgender Pride Flag



Genderfluid Pride Flag



Genderqueer Pride Flag



Ally Pride Flag



Leather Pride Flag



Bear Brotherhood Pride Flag



Rubber Pride Flag



Polysexual Pride Flag



Aromantic Pride Flag



Demisexual Pride Flag



Lesbian Pride Flag



Demisexual Pride Flag



Nonbinary Pride Flag



Pride of Africa Flag



Queer People of Color Pride Flag



Intersex-Inclusive Pride Flag



Trans-Inclusive Gay Men's Pride Flag



Two-Spirit Pride Flag



Abrosexual Pride Flag



Drag Pride Flag



Agender Pride Flag

Pronoun Guide Flyer from National Education Association-Teachers Lounge.jpg

This is a guide for NEA leaders, members and staff to better understand and use pronouns in a respectful way for all NEA meetings and communications. Please be aware that some of this advice may not be appropriate for your school community, depending on current state law, check with your state or local affiliate regarding questions related to state law or school district policies.

PRONOUNS

Pronouns are words that function in the place of a name. Instead of saying, "My brother Steve is coming to pick me up in Steve's car, and we are going to Steve's favorite restaurant," a person could instead say, "his car/his favorite restaurant."

In English, we have two sets of gendered pronouns: "she/her/hers" and "he/him/his" are pronouns that are attached to a particular gender. Men/males have typically been referred to using he/him/his and women/females by using she/her/hers. We likely all grew up assuming we knew someone's pronouns just by looking at them, or knowing their gender, but that isn't the case. In an effort to be more affirming of all, it is important to get out of the habit of assuming pronouns.

Plural pronouns are becoming more widely accepted as gender-neutral singular pronouns. It is grammatically correct to use singular "they" to refer to a singular person of unknown gender or to a non-binary person who does not feel gendered pronouns work for them.

Here is a list of the most common pronouns used. Always use the pronouns of the individual once they have told you what pronouns they use. You may see more pronouns outside of this list.

Subjective	Objective	Possessive Adjective	Possessive Pronouns	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	
He	Him	His	His	Himself	
They	Them	Their	Theirs	Themselves	
Ze	Zim	Zir	Zirs	Zirself	Ze or Zee Zim (rhymes with them) Zir (rhymes with their)

TIPS ON USING GENDER-NEUTRAL PRONOUNS

Chances are that you've used "they, them, or their" as neutral pronouns when you weren't aware of a person's gender. These pronouns are gender-neutral and are used by some transgender and gender non-conforming people. Recognizing that it's natural to do this can help when a non-binary person asks you to use gender-neutral pronouns for them. The following are examples when you might have used gender-neutral pronouns without realizing:

- You're at an event, and someone left a key for you, but you can't find it. You might ask, "Where did they leave the key?"
- You are awaiting a delivery from a postal worker and wonder, "When are they dropping off the mail?"
- Someone gives your organization a gift, but you didn't meet the donor. You might say, "Please tell them I said thank you!"

Date:	Fri 01 Sep 2023 12:50:20 PM -0700
From:	Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>
To:	Thomasita82 <Thomasita82@protonmail.com>
Cc:	
Subject:	Re: Request for district adopted Flag Policy
Size:	13987.0 Kb
Id:	304561421

Thank you for your email and for this information.

Sincerely,

Melissa Williamson

On Fri, Sep 1, 2023 at 12:45 PM Thomasita82
<Thomasita82@protonmail.com>
wrote:

> Dear Members of the School Board, Superintendent Kakish and
> Assistant Superintendent
> Brown,
>
> I hope this letter finds you in good health and high spirits.
> I am writing
> to express my concerns regarding the display of LGBTQIA+ flags
> by teachers
> in our schools. It was brought to my attention that Mrs.
> Monica Rice, 4th
> Grade teacher at Three Rings Elementary, has her classroom
> full of LGBTQ
> material that is displayed on the walls. In addition, there
> are flyers and
> signs posted in the teachers' lounge with descriptions of all
> of the
> various "Pride" flags including, but not limited to a Leather
> Pride Flag
> and a Rubber Pride Flag (Please see the attached pictures for
> reference).
> While I fully support the promotion of inclusivity and
> diversity within our
> educational institutions, I believe it is essential to
> maintain viewpoint
> neutrality during teachers' official duties to ensure all
> students can
> focus on learning. I am respectfully requesting the district
> draft and

> adopt a Flag Policy to only include the American Flag and the California State Flag.

>

> Firstly, let me emphasize that I believe in creating an environment where

> all students feel safe and respected, regardless of their sexual orientation, gender identity, or expression. Inclusivity and diversity should be celebrated in our schools, and our educators play a crucial role in fostering these values. However, it is equally important that we strike a balance between promoting inclusivity and ensuring that teachers do not inadvertently introduce personal biases into their classrooms.

>

> Teachers have a legal and ethical responsibility to maintain viewpoint neutrality during their official duties. This means that they should refrain from promoting any particular political or social agenda that could potentially alienate or influence students. While the LGBTQIA+ flag is undoubtedly a symbol of pride and support for the LGBTQIA+ community, it can be interpreted as taking a stance on a controversial issue.

>

> When teachers display LGBTQIA+ flags in their classrooms or on their person during instructional time, they may inadvertently communicate a personal viewpoint that some students and parents may not agree with. This has the potential to create discomfort or conflict in the learning environment and could hinder the educational experience for certain students. In addition, it could open up unwanted litigation against the school district by parents and students who feel discriminated against based on their cultural and/or religious views of the LGBTQ

community.

>

> I propose that we find alternative ways to promote inclusivity and

> diversity in our schools that do not risk violating the principle of

> viewpoint neutrality. For example, we could focus on implementing

> comprehensive anti-bullying programs, fostering open dialogue on diversity

> and inclusion, and providing resources and support for LGBTQIA+ students

> and their allies. These initiatives can help create a more inclusive

> environment without potentially compromising the neutrality of our

> educators.

>

> I would like to emphasize that my intention is not to diminish the

> importance of supporting LGBTQIA+ students or promoting diversity within

> our schools. Instead, I believe it is crucial that we find ways to achieve

> these goals while ensuring that teachers remain neutral in their official

> capacities. This will help us maintain an educational environment where all

> students can learn and thrive without feeling marginalized or pressured to

> adopt specific beliefs. Also, I would recommend, not only holding these

> teachers accountable, but also the site principals as they are the bound by

> the same legal and ethical responsibilities.

>

> Thank you for taking the time to consider my concerns and my request for a

> district adopted Flag Policy. I hope we can work together to find a

> balanced approach that promotes inclusivity and diversity while upholding

> the principles of viewpoint neutrality within our educational institutions.

>

> Sincerely,

>
> Liliana Thomas
> Beaumont USD Parent
>

--

Melissa Williamson

Board Member- Clerk

[image: About Gary D. Soto | Educational Leadership Training Firm]

Date:	Mon 17 Jul 2023 11:40:16 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
Size:	47161.0 Kb
Id:	5716265541

----- Forwarded message -----

From: Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us>
Date: Mon, Jul 17, 2023 at 8:44 PM
Subject: Re: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
To: Mays Kakish <mkakish@beaumontusd.k12.ca.us>

Good evening. I just wanted to let you know I still have not heard from your secretary to get an appointment to come in and speak to you. Please let me know if that is still something that you would be open to doing.
Thank you,
Lydia

On Thu, Jul 6, 2023 at 10:34 AM Mays Kakish <mkakish@beaumontusd.k12.ca.us> wrote:

> Good morning Lydia
> Thank you for the information. Let's meet when we all get back and discuss
> this.
> Carol will arrange a meefor us. I hope you enjoy your conference.
>
> On Wed, Jul 5, 2023 at 2:58 PM Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us> wrote:
>
>> Good afternoon. I hope you are having a wonderful week.
>>

>> I wanted to reach out to you because you asked me the last time we spoke,
>> that you would like me to reach out to you if I had any further concerns
>> about the LGBTQ plus curriculum issue that myself and many other educators
>> and community members addressed at the board meeting the last week of
>> school. I am including my Beaumont teachers association site rep, my
>> Beaumont teachers association president, and my California teachers
>> association board member in this email.
>>
>> I am currently in Florida at the national education association
>> representative assembly. I am among 10,000 educators across the country as
>> I represent Beaumont, California, and all of California as an elected
>> representative. We are working together as a collective to fight for the
>> rights of our students to learn, to be safe, and to not be discriminated
>> against. It is a powerful environment, and I am so grateful to be here.
>>
>> So many other California schools and districts, as well as states across
>> the nation, have LGBTQ and other marginalized students and families that
>> are under attacked. Books are being banned and rights are being stripped
>> from our marginalized students and families.
>>
>> My hope after our board meeting in Beaumont, and after the conversation I
>> had with you on the phone, was that Beaumont would do better. Now that you
>> and the board and your administration has learned about the specific
>> language of the California Ed code in California history social studies
>> standards, it was my greatest and strongest desire that we would be able to
>> work together for our students and our families to right the

wrongs of the
>> current curriculum compliance issues.
>>
>> Unfortunately, now I do not believe that is the case. I
received a letter
>> from Mat Barnett. My oldest son, who is home caring for my
other children
>> while I am gone to Florida at the representative assembly,
opened the
>> letter and scanned it to my email so I could read it. Matt
really
>> manipulates what the language is of board policies like board
policies
>> 6144, as well as manipulates the language of the fair acts to
justify the
>> curriculum that he has gotten pushed through our district.
But the reality
>> is that if you go on wonders digital platform and you type in
LGBTQ plus,
>> or lesbian, or gay, or slavery event. It will have zero
search results.
>> If you speak to members of our executive board from Beaumont
teachers
>> Association, who work at the high school, like Cesar Lopez,
he will be
>> quick to reiterate what we are the elementary school level
say about our
>> current Beaumont curriculum that it does not meet the
mandated state
>> standards an ad code when it comes to marginalized groups,
including and
>> definitely not limited to LGBTQ plus. There's not just an
elementary school
>> issue. It is a K-12 issue.
>>
>> He falsely states in his letter that Harvey milk is
curriculum that we
>> have available and approved for our classrooms in grades K
through 12. This
>> is untrue. Have I purchased the curriculum for Harvey milk
out of my own
>> pocket, yes. But when I was attacked for teaching in my
classroom, did the
>> district office support me, and saying that that is district
approved
>> curriculum that I was teaching that day. No. Do we get a book

in all of our
>> classrooms on Harvey milk? Purchased by the district, no.
>>
>> He does identify and acknowledge that we have not purchased
curriculum
>> for social studies in nearly 20 years. But he seems in no
hurry to find an
>> adoption. He says that the plan was originally for 21/22 but
now it's been
>> delayed so now we're gonna do the 242/5 year as inflammation
year. No.
>> That's not good enough.
>>
>> Additionally, he states that Beaumont teachers were part of
the process
>> to adopt the wonders curriculum. That is also a manipulation
of the facts.
>> The facts were that we were a part of consulting on the
different options.
>> I myself as a part of the group. The 30+ teachers who are
part of that. All
>> unanimously said that wonders was the worst out of the three
options. He
>> did not listen to us. He still adopted it. My fear is that
when we look at
>> the new social studies curriculum, will he do the same thing
that he did to
>> us with wonders, and not go with what the educators, those of
us who have
>> masters degrees, doctoral degrees in education say it was
best for
>> students.
>>
>> It was a letter that was in response to the complaint that I
made against
>> the district when it came to the curriculum. In his letter,
he ignores the
>> California Ed code for SB 48, or he doesn't understand it.
And instead he
>> responded in the letter that the district has the legal right
to purchase
>> curriculum that they want, that the district does not have to
have LGBTQ
>> plus curriculum.
>>
>> This is highly concerning to me, because not only is it not

factual, and
>> against California Ed code, and against California history
social studies
>> standards, but it also continues to put teachers like myself,
admin like
>> Mandy McClure, and all of our LGBTQ plus students at high
risk here in
>> Beaumont.
>>
>> High risk of verbal and physical harassment. But also, it
puts our
>> students at risk of continuing to not be seen or heard and
nor feeling
>> safe.
>>
>> I want to speak with you before I go ahead with CTA legal to
pursue this
>> with a lawsuit. Fortunately, being here at the representative
assembly, my
>> CTA board member is here along with many other people who
know what is
>> happening in our district in Beaumont and are ready to get
involved.
>>
>> I am incredibly frustrated and disappointed with the
leadership
>> negligence of Dr. Barnett in this matter. As the leader of
our district for
>> curriculum, he should be thoroughly knowledgeable of the
specific language
>> of all California educational code, and California state
standards. Instead
>> of trying to justify the miss steps that he and our district
have made with
>> representing our marginalized groups in our curriculum, he
should be trying
>> to do everything he can to make it right. But that is not the
case.
>>
>> Furthermore, I would believe that it would be pertinent that
he would
>> find it critical to best serve all members of our faculty and
staff who are
>> LGBTQ plus, as well as all of our students and families who
are LGBTQ plus.
>> Representation in curriculum is one of the most powerful ways

to make these
>> marginalized groups feel safe in Beaumont. When you add that
to the fact
>> that it's a part of Ed code, I am just flabbergasted that
this is an issue
>> for him
>>
>> Additionally, I cannot begin to tell you how much anxiety I
have after
>> reading his letter, and knowing I will not have any support
from his office
>> following the California Ed code when it comes to LGBTQ plus.
>>
>> Another part of his letter, stated that teachers should have
to let
>> parents know any LGBTQ plus lessons beforehand, as it is a
sensitive issue
>> in our district. This is another misrepresentation of board
policy
>> specifically for policy 6144. It does state that board policy
that parents
>> and guardians shall be notified when instruction related to
controversial
>> issues, and that they shall be given the ability to consent
or their child
>> to abstain. But this is not apply to California ed code and
social studies
>> standards. These are embedded social studies standards that
students who
>> are in public schools in California have to be taught.
>>
>> Parents don't get notified when we are teach about religion,
which we
>> have parents who are atheist and don't want their children
learning about
>> religion. But it's part of the California state standard so
they don't have
>> a choice. You can't opt out of it. We don't notify parents
when we are
>> talking about different types of stories and novels of
straight people, but
>> if its a LGBTQ historical person we have to notify parents.
What if I am a
>> gay parent who thinks that straight people are offensive.
Should I get
>> notified. It's such a slippery slope. We have to stick to

what the law says

>> we teach our students in the state of California as a public education

>> school district.

>>

>> Once again, this demonstrates his lack of knowledge for how the law

>> works in California Ed code. The actual language says that curriculum must

>> be provided that includes lesbian, gay, transgender, bisexual and also it

>> is very specific to other marginalized groups.

>>

>> California board of education does not create curriculum for the

>> districts across California and therefore there is no specific state

>> mandated curriculum. Instead, it has mandated educational codes in mandated

>> California state standards in which district are responsible to purchase

>> curriculum that meet, those standards and Ed codes

>>

>> They leave it to the districts to decide what curriculum that includes

>> LGBTQ plus is appropriate for their district. Matt's interpretation of the

>> law to me in his letter is a manipulation of the language of the fair act ,

>> and is incredibly discriminating. Because Matt is saying that because the

>> language of the law says that California doesn't offer curriculum, that

>> that means that the district doesn't have to have curriculum that teaches

>> about LGBTQ plus. And that is not correct.

>>

>> As much as it would be easier to seek employment in a district that

>> follows, Ed code, as easy as it would be to work at any number of the

>> districts around the country who are trying to recruit teachers like

>> myself, Beaumont is my home. I grew up here. I cannot abandon these

>> educators, students, families. They deserve better.

>>
>> Out of respect for you, and the conversation that we had earlier in
>> regards to this entire situation, I would like to sit down with you before
>> I reach out to CTA legal. At this point after reading Matt Barnett's
>> letter, I also feel that it would be in my best interest to get an attorney
>> to represent myself as well as CTA legal.
>>
>> I have had such great interaction with him in the past, I know he has
>> great intentions. But he continues to have a habit of not listening to
>> teachers and our concerns. And in this situation, that neglect has put me
>> and my children at risk of harm as well as my students, my families, my
>> admin, and all of our LGBTQ plus community.
>>
>> Beaumont must purchase curriculum that includes SB 48 California at code
>> and meets the Language of the California state standards for history social
>> science that include SB 48 as well. That is what I want to focus on moving
>> forward. If that is not something that Beaumont USD is willing to do this
>> upcoming school year, then there is nothing left, but for our community of
>> marginalized members , our Educators of marginalized members, and parents
>> of Beaumont marginalized students to work with our allies across the
>> district and state to pursue legal action against BUSD.
>>
>> Once again, I'm reaching out to you out of respect for you and everything
>> that I have seen you actually do to fight for a Beaumont to be a better
>> place. I hope that you will respond to my invitation for us to meet so that
>> we can discuss ways that we can work together to make sure our students are
>> receiving the education that they deserve in the education of

the

>> California state standards in California at code demands that they receive.

>> I will be available any time starting next week.

>>

>> Community members from FACE and DAAPAC are also aware of this response

>> from Matt Barnett, and are allowing me to meet with you before they

>> officially get involved in this now ongoing frustration with the district

>> over current curriculum.

>>

>> Respectfully,

>> Lydia Dziubanek

>>

>> Link to letter screenshot

>>

>>

https://docs.google.com/document/d/13lalESEUs15Kmp4dE9fAAwRUayj_nKHPI5pij898X4/edit

>>

>>

>> --

>> *Lydia Dziubanek*

>> *Her/Hers/She*

>> TRR 4th Grade *Chair*

>> Site Tech *Coach*

>> BTA Site Rep /Human Rights Committee *Chair*

>> *Director* District 4 CTA LGBTQ+ Caucus

>> CTA SOGIIAC *committee member*

>> House of *Altruismo*

>> [image: Bitmoji Image]

>>

> --

>

> * _____ *

>

> Mays Kakish

>

> Superintendent

>

> Beaumont Unified School District

>

> P.O. Box 187 / 350 W. Brookside Ave.

>

<<https://www.google.com/maps/search/Brookside+Ave.+Beaumont,+CA+92223+951?entry=gmail&source=g>>

>

> Beaumont, CA 92223

>

<<https://www.google.com/maps/search/Brookside+Ave.+Beaumont,+CA+92223+951?entry=gmail&source=g>>

>

>

> 951

>

<<https://www.google.com/maps/search/Brookside+Ave.+Beaumont,+CA+92223+951?entry=gmail&source=g>>.797.5324

> office

>

> 951

>

<<https://www.google.com/maps/search/Brookside+Ave.+Beaumont,+CA+92223+951?entry=gmail&source=g>>.845.2319

> fax

>

>

> <<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

> <https://www.instagram.com/beaumont_usd/>

> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

>

--

Lydia Dziubanek

Her/Hers/She

TRR 4th Grade *Chair*

Site Tech *Coach*

BTA Site Rep /Human Rights Committee *Chair*

Director District 4 CTA LGBTQ+ Caucus

CTA SOGIIAC *committee member*

House of *Altruismo*

[image: Bitmoji Image]

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYkbk8g>>

Date:	Mon 17 Jul 2023 11:40:16 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
Size:	47161.0 Kb
Id:	7478297235

----- Forwarded message -----

From: Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us>
Date: Mon, Jul 17, 2023 at 8:44 PM
Subject: Re: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
To: Mays Kakish <mkakish@beaumontusd.k12.ca.us>

Good evening. I just wanted to let you know I still have not heard from your secretary to get an appointment to come in and speak to you. Please let me know if that is still something that you would be open to doing.
Thank you,
Lydia

On Thu, Jul 6, 2023 at 10:34 AM Mays Kakish <mkakish@beaumontusd.k12.ca.us> wrote:

> Good morning Lydia
> Thank you for the information. Let's meet when we all get back and discuss
> this.
> Carol will arrange a meefor us. I hope you enjoy your conference.
>
> On Wed, Jul 5, 2023 at 2:58 PM Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us> wrote:
>
>> Good afternoon. I hope you are having a wonderful week.
>>

>> I wanted to reach out to you because you asked me the last time we spoke,
>> that you would like me to reach out to you if I had any further concerns
>> about the LGBTQ plus curriculum issue that myself and many other educators
>> and community members addressed at the board meeting the last week of
>> school. I am including my Beaumont teachers association site rep, my
>> Beaumont teachers association president, and my California teachers
>> association board member in this email.
>>
>> I am currently in Florida at the national education association
>> representative assembly. I am among 10,000 educators across the country as
>> I represent Beaumont, California, and all of California as an elected
>> representative. We are working together as a collective to fight for the
>> rights of our students to learn, to be safe, and to not be discriminated
>> against. It is a powerful environment, and I am so grateful to be here.
>>
>> So many other California schools and districts, as well as states across
>> the nation, have LGBTQ and other marginalized students and families that
>> are under attacked. Books are being banned and rights are being stripped
>> from our marginalized students and families.
>>
>> My hope after our board meeting in Beaumont, and after the conversation I
>> had with you on the phone, was that Beaumont would do better. Now that you
>> and the board and your administration has learned about the specific
>> language of the California Ed code in California history social studies
>> standards, it was my greatest and strongest desire that we would be able to
>> work together for our students and our families to right the

wrongs of the
>> current curriculum compliance issues.
>>
>> Unfortunately, now I do not believe that is the case. I
received a letter
>> from Mat Barnett. My oldest son, who is home caring for my
other children
>> while I am gone to Florida at the representative assembly,
opened the
>> letter and scanned it to my email so I could read it. Matt
really
>> manipulates what the language is of board policies like board
policies
>> 6144, as well as manipulates the language of the fair acts to
justify the
>> curriculum that he has gotten pushed through our district.
But the reality
>> is that if you go on wonders digital platform and you type in
LGBTQ plus,
>> or lesbian, or gay, or slavery event. It will have zero
search results.
>> If you speak to members of our executive board from Beaumont
teachers
>> Association, who work at the high school, like Cesar Lopez,
he will be
>> quick to reiterate what we are the elementary school level
say about our
>> current Beaumont curriculum that it does not meet the
mandated state
>> standards an ad code when it comes to marginalized groups,
including and
>> definitely not limited to LGBTQ plus. There's not just an
elementary school
>> issue. It is a K-12 issue.
>>
>> He falsely states in his letter that Harvey milk is
curriculum that we
>> have available and approved for our classrooms in grades K
through 12. This
>> is untrue. Have I purchased the curriculum for Harvey milk
out of my own
>> pocket, yes. But when I was attacked for teaching in my
classroom, did the
>> district office support me, and saying that that is district
approved
>> curriculum that I was teaching that day. No. Do we get a book

in all of our
>> classrooms on Harvey milk? Purchased by the district, no.
>>
>> He does identify and acknowledge that we have not purchased
curriculum
>> for social studies in nearly 20 years. But he seems in no
hurry to find an
>> adoption. He says that the plan was originally for 21/22 but
now it's been
>> delayed so now we're gonna do the 242/5 year as inflammation
year. No.
>> That's not good enough.
>>
>> Additionally, he states that Beaumont teachers were part of
the process
>> to adopt the wonders curriculum. That is also a manipulation
of the facts.
>> The facts were that we were a part of consulting on the
different options.
>> I myself as a part of the group. The 30+ teachers who are
part of that. All
>> unanimously said that wonders was the worst out of the three
options. He
>> did not listen to us. He still adopted it. My fear is that
when we look at
>> the new social studies curriculum, will he do the same thing
that he did to
>> us with wonders, and not go with what the educators, those of
us who have
>> masters degrees, doctoral degrees in education say it was
best for
>> students.
>>
>> It was a letter that was in response to the complaint that I
made against
>> the district when it came to the curriculum. In his letter,
he ignores the
>> California Ed code for SB 48, or he doesn't understand it.
And instead he
>> responded in the letter that the district has the legal right
to purchase
>> curriculum that they want, that the district does not have to
have LGBTQ
>> plus curriculum.
>>
>> This is highly concerning to me, because not only is it not

factual, and
>> against California Ed code, and against California history
social studies
>> standards, but it also continues to put teachers like myself,
admin like
>> Mandy McClure, and all of our LGBTQ plus students at high
risk here in
>> Beaumont.
>>
>> High risk of verbal and physical harassment. But also, it
puts our
>> students at risk of continuing to not be seen or heard and
nor feeling
>> safe.
>>
>> I want to speak with you before I go ahead with CTA legal to
pursue this
>> with a lawsuit. Fortunately, being here at the representative
assembly, my
>> CTA board member is here along with many other people who
know what is
>> happening in our district in Beaumont and are ready to get
involved.
>>
>> I am incredibly frustrated and disappointed with the
leadership
>> negligence of Dr. Barnett in this matter. As the leader of
our district for
>> curriculum, he should be thoroughly knowledgeable of the
specific language
>> of all California educational code, and California state
standards. Instead
>> of trying to justify the miss steps that he and our district
have made with
>> representing our marginalized groups in our curriculum, he
should be trying
>> to do everything he can to make it right. But that is not the
case.
>>
>> Furthermore, I would believe that it would be pertinent that
he would
>> find it critical to best serve all members of our faculty and
staff who are
>> LGBTQ plus, as well as all of our students and families who
are LGBTQ plus.
>> Representation in curriculum is one of the most powerful ways

to make these
>> marginalized groups feel safe in Beaumont. When you add that
to the fact
>> that it's a part of Ed code, I am just flabbergasted that
this is an issue
>> for him
>>
>> Additionally, I cannot begin to tell you how much anxiety I
have after
>> reading his letter, and knowing I will not have any support
from his office
>> following the California Ed code when it comes to LGBTQ plus.
>>
>> Another part of his letter, stated that teachers should have
to let
>> parents know any LGBTQ plus lessons beforehand, as it is a
sensitive issue
>> in our district. This is another misrepresentation of board
policy
>> specifically for policy 6144. It does state that board policy
that parents
>> and guardians shall be notified when instruction related to
controversial
>> issues, and that they shall be given the ability to consent
or their child
>> to abstain. But this is not apply to California ed code and
social studies
>> standards. These are embedded social studies standards that
students who
>> are in public schools in California have to be taught.
>>
>> Parents don't get notified when we are teach about religion,
which we
>> have parents who are atheist and don't want their children
learning about
>> religion. But it's part of the California state standard so
they don't have
>> a choice. You can't opt out of it. We don't notify parents
when we are
>> talking about different types of stories and novels of
straight people, but
>> if its a LGBTQ historical person we have to notify parents.
What if I am a
>> gay parent who thinks that straight people are offensive.
Should I get
>> notified. It's such a slippery slope. We have to stick to

what the law says

>> we teach our students in the state of California as a public education

>> school district.

>>

>> Once again, this demonstrates his lack of knowledge for how the law

>> works in California Ed code. The actual language says that curriculum must

>> be provided that includes lesbian, gay, transgender, bisexual and also it

>> is very specific to other marginalized groups.

>>

>> California board of education does not create curriculum for the

>> districts across California and therefore there is no specific state

>> mandated curriculum. Instead, it has mandated educational codes in mandated

>> California state standards in which district are responsible to purchase

>> curriculum that meet, those standards and Ed codes

>>

>> They leave it to the districts to decide what curriculum that includes

>> LGBTQ plus is appropriate for their district. Matt's interpretation of the

>> law to me in his letter is a manipulation of the language of the fair act ,

>> and is incredibly discriminating. Because Matt is saying that because the

>> language of the law says that California doesn't offer curriculum, that

>> that means that the district doesn't have to have curriculum that teaches

>> about LGBTQ plus. And that is not correct.

>>

>> As much as it would be easier to seek employment in a district that

>> follows, Ed code, as easy as it would be to work at any number of the

>> districts around the country who are trying to recruit teachers like

>> myself, Beaumont is my home. I grew up here. I cannot abandon these

>> educators, students, families. They deserve better.

>>
>> Out of respect for you, and the conversation that we had earlier in
>> regards to this entire situation, I would like to sit down with you before
>> I reach out to CTA legal. At this point after reading Matt Barnett's
>> letter, I also feel that it would be in my best interest to get an attorney
>> to represent myself as well as CTA legal.
>>
>> I have had such great interaction with him in the past, I know he has
>> great intentions. But he continues to have a habit of not listening to
>> teachers and our concerns. And in this situation, that neglect has put me
>> and my children at risk of harm as well as my students, my families, my
>> admin, and all of our LGBTQ plus community.
>>
>> Beaumont must purchase curriculum that includes SB 48 California at code
>> and meets the Language of the California state standards for history social
>> science that include SB 48 as well. That is what I want to focus on moving
>> forward. If that is not something that Beaumont USD is willing to do this
>> upcoming school year, then there is nothing left, but for our community of
>> marginalized members , our Educators of marginalized members, and parents
>> of Beaumont marginalized students to work with our allies across the
>> district and state to pursue legal action against BUSD.
>>
>> Once again, I'm reaching out to you out of respect for you and everything
>> that I have seen you actually do to fight for a Beaumont to be a better
>> place. I hope that you will respond to my invitation for us to meet so that
>> we can discuss ways that we can work together to make sure our students are
>> receiving the education that they deserve in the education of

the

>> California state standards in California at code demands that they receive.

>> I will be available any time starting next week.

>>

>> Community members from FACE and DAAPAC are also aware of this response

>> from Matt Barnett, and are allowing me to meet with you before they

>> officially get involved in this now ongoing frustration with the district

>> over current curriculum.

>>

>> Respectfully,

>> Lydia Dziubanek

>>

>> Link to letter screenshot

>>

>>

https://docs.google.com/document/d/13lalESEUs15Kmp4dE9fAAwRUayj_nKHPI5pij898X4/edit

>>

>>

>> --

>> *Lydia Dziubanek*

>> *Her/Hers/She*

>> TRR 4th Grade *Chair*

>> Site Tech *Coach*

>> BTA Site Rep /Human Rights Committee *Chair*

>> *Director* District 4 CTA LGBTQ+ Caucus

>> CTA SOGIIAC *committee member*

>> House of *Altruismo*

>> [image: Bitmoji Image]

>>

> --

>

> * _____ *

>

> Mays Kakish

>

> Superintendent

>

> Beaumont Unified School District

>

> P.O. Box 187 / 350 W. Brookside Ave.

>

<<https://www.google.com/maps/search/Brookside+Ave.+Beaumont,+CA+92223+951?entry=gmail&source=g>>

>

> Beaumont, CA 92223

>

<<https://www.google.com/maps/search/Brookside+Ave.+Beaumont,+CA+92223+951?entry=gmail&source=g>>

>

>

> 951

>

<<https://www.google.com/maps/search/Brookside+Ave.+Beaumont,+CA+92223+951?entry=gmail&source=g>>.797.5324

> office

>

> 951

>

<<https://www.google.com/maps/search/Brookside+Ave.+Beaumont,+CA+92223+951?entry=gmail&source=g>>.845.2319

> fax

>

>

> <<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

> <https://www.instagram.com/beaumont_usd/>

> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

>

--

Lydia Dziubanek

Her/Hers/She

TRR 4th Grade *Chair*

Site Tech *Coach*

BTA Site Rep /Human Rights Committee *Chair*

Director District 4 CTA LGBTQ+ Caucus

CTA SOGIIAC *committee member*

House of *Altruismo*

[image: Bitmoji Image]

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYkbk8g>>

Date:	Thu 06 Jul 2023 10:34:13 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>, Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us>, Mathew Barnett <mbarnett@beaumontusd.k12.ca.us>
Cc:	Chase Moore <cmoore@beaumontusd.k12.ca.us>, Greg Abt <gabt@beaumontusd.k12.ca.us>, Monica Rice <mrice@beaumontusd.k12.ca.us>
Subject:	Re: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
Size:	35139.0 Kb
Id:	7475496157

Good morning Lydia

Thank you for the information. Let's meet when we all get back and discuss this.

Carol will arrange a meefor us. I hope you enjoy your conference.

On Wed, Jul 5, 2023 at 2:58 PM Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us> wrote:

> Good afternoon. I hope you are having a wonderful week.
>
> I wanted to reach out to you because you asked me the last time we spoke,
> that you would like me to reach out to you if I had any further concerns
> about the LGBTQ plus curriculum issue that myself and many other educators
> and community members addressed at the board meeting the last week of
> school. I am including my Beaumont teachers association site rep, my
> Beaumont teachers association president, and my California teachers
> association board member in this email.
>
> I am currently in Florida at the national education association
> representative assembly. I am among 10,000 educators across the country as
> I represent Beaumont, California, and all of California as an

elected

> representative. We are working together as a collective to
> fight for the
> rights of our students to learn, to be safe, and to not be
> discriminated
> against. It is a powerful environment, and I am so grateful to
> be here.

>

> So many other California schools and districts, as well as
> states across

> the nation, have LGBTQ and other marginalized students and
> families that

> are under attacked. Books are being banned and rights are
> being stripped

> from our marginalized students and families.

>

> My hope after our board meeting in Beaumont, and after the
> conversation I

> had with you on the phone, was that Beaumont would do better.
> Now that you

> and the board and your administration has learned about the
> specific

> language of the California Ed code in California history
> social studies

> standards, it was my greatest and strongest desire that we
> would be able to

> work together for our students and our families to right the
> wrongs of the

> current curriculum compliance issues.

>

> Unfortunately, now I do not believe that is the case. I
> received a letter

> from Mat Barnett. My oldest son, who is home caring for my
> other children

> while I am gone to Florida at the representative assembly,
> opened the

> letter and scanned it to my email so I could read it. Matt
> really

> manipulates what the language is of board policies like board
> policies

> 6144, as well as manipulates the language of the fair acts to
> justify the

> curriculum that he has gotten pushed through our district. But
> the reality

> is that if you go on wonders digital platform and you type in
> LGBTQ plus,

> or lesbian, or gay, or slavery event. It will have zero search results.

> If you speak to members of our executive board from Beaumont teachers Association, who work at the high school, like Cesar Lopez, he will be quick to reiterate what we at the elementary school level say about our current Beaumont curriculum that it does not meet the mandated state standards and code when it comes to marginalized groups, including and definitely not limited to LGBTQ plus. There's not just an elementary school issue. It is a K-12 issue.

>

> He falsely states in his letter that Harvey milk is curriculum that we have available and approved for our classrooms in grades K through 12. This is untrue. Have I purchased the curriculum for Harvey milk out of my own pocket, yes. But when I was attacked for teaching in my classroom, did the district office support me, and saying that that is district approved curriculum that I was teaching that day. No. Do we get a book in all of our classrooms on Harvey milk? Purchased by the district, no.

>

> He does identify and acknowledge that we have not purchased curriculum for social studies in nearly 20 years. But he seems in no hurry to find an adoption. He says that the plan was originally for 21/22 but now it's been delayed so now we're gonna do the 24/25 year as inflammation year. No.

> That's not good enough.

>

> Additionally, he states that Beaumont teachers were part of the process to adopt the wonders curriculum. That is also a manipulation of the facts.

> The facts were that we were a part of consulting on the different options.

> I myself as a part of the group. The 30+ teachers who are part of that. All
> unanimously said that wonders was the worst out of the three options. He
> did not listen to us. He still adopted it. My fear is that when we look at
> the new social studies curriculum, will he do the same thing that he did to
> us with wonders, and not go with what the educators, those of us who have
> masters degrees, doctoral degrees in education say it was best for
> students.
>
> It was a letter that was in response to the complaint that I made against
> the district when it came to the curriculum. In his letter, he ignores the
> California Ed code for SB 48, or he doesn't understand it. And instead he
> responded in the letter that the district has the legal right to purchase
> curriculum that they want, that the district does not have to have LGBTQ
> plus curriculum.
>
> This is highly concerning to me, because not only is it not factual, and
> against California Ed code, and against California history social studies
> standards, but it also continues to put teachers like myself, admin like
> Mandy McClure, and all of our LGBTQ plus students at high risk here in
> Beaumont.
>
> High risk of verbal and physical harassment. But also, it puts our
> students at risk of continuing to not be seen or heard and not feeling
> safe.
>
> I want to speak with you before I go ahead with CTA legal to pursue this
> with a lawsuit. Fortunately, being here at the representative assembly, my

> CTA board member is here along with many other people who know what is
> happening in our district in Beaumont and are ready to get involved.
>
> I am incredibly frustrated and disappointed with the leadership negligence
> of Dr. Barnett in this matter. As the leader of our district for
> curriculum, he should be thoroughly knowledgeable of the specific language
> of all California educational code, and California state standards. Instead
> of trying to justify the miss steps that he and our district have made with
> representing our marginalized groups in our curriculum, he should be trying
> to do everything he can to make it right. But that is not the case.
>
> Furthermore, I would believe that it would be pertinent that he would find
> it critical to best serve all members of our faculty and staff who are
> LGBTQ plus, as well as all of our students and families who are LGBTQ plus.
> Representation in curriculum is one of the most powerful ways to make these
> marginalized groups feel safe in Beaumont. When you add that to the fact
> that it's a part of Ed code, I am just flabbergasted that this is an issue
> for him
>
> Additionally, I cannot begin to tell you how much anxiety I have after
> reading his letter, and knowing I will not have any support from his office
> following the California Ed code when it comes to LGBTQ plus.
>
> Another part of his letter, stated that teachers should have to let
> parents know any LGBTQ plus lessons beforehand, as it is a sensitive issue
> in our district. This is another misrepresentation of board policy

> specifically for policy 6144. It does state that board policy that parents
> and guardians shall be notified when instruction related to controversial
> issues, and that they shall be given the ability to consent or their child
> to abstain. But this is not apply to California ed code and social studies
> standards. These are embedded social studies standards that students who
> are in public schools in California have to be taught.
>
> Parents don't get notified when we are teach about religion, which we have
> parents who are atheist and don't want their children learning about
> religion. But it's part of the California state standard so they don't have
> a choice. You can't opt out of it. We don't notify parents when we are
> talking about different types of stories and novels of straight people, but
> if its a LGBTQ historical person we have to notify parents. What if I am a
> gay parent who thinks that straight people are offensive. Should I get
> notified. It's such a slippery slope. We have to stick to what the law says
> we teach our students in the state of California as a public education
> school district.
>
> Once again, this demonstrates his lack of knowledge for how the law works
> in California Ed code. The actual language says that curriculum must be
> provided that includes lesbian, gay, transgender, bisexual and also it is
> very specific to other marginalized groups.
>
> California board of education does not create curriculum for the districts
> across California and therefore there is no specific state mandated
> curriculum. Instead, it has mandated educational codes in mandated

> California state standards in which district are responsible to purchase
> curriculum that meet, those standards and Ed codes
>
> They leave it to the districts to decide what curriculum that includes
> LGBTQ plus is appropriate for their district. Matt's interpretation of the
> law to me in his letter is a manipulation of the language of the fair act ,
> and is incredibly discriminating. Because Matt is saying that because the
> language of the law says that California doesn't offer curriculum, that
> that means that the district doesn't have to have curriculum that teaches
> about LGBTQ plus. And that is not correct.
>
> As much as it would be easier to seek employment in a district that
> follows, Ed code, as easy as it would be to work at any number of the
> districts around the country who are trying to recruit teachers like
> myself, Beaumont is my home. I grew up here. I cannot abandon these
> educators, students, families. They deserve better.
>
> Out of respect for you, and the conversation that we had earlier in
> regards to this entire situation, I would like to sit down with you before
> I reach out to CTA legal. At this point after reading Matt Barnett's
> letter, I also feel that it would be in my best interest to get an attorney
> to represent myself as well as CTA legal.
>
> I have had such great interaction with him in the past, I know he has
> great intentions. But he continues to have a habit of not listening to
> teachers and our concerns. And in this situation, that neglect has put me
> and my children at risk of harm as well as my students, my families, my

> admin, and all of our LGBTQ plus community.
>
> Beaumont must purchase curriculum that includes SB 48
California at code
> and meets the Language of the California state standards for
history social
> science that include SB 48 as well. That is what I want to
focus on moving
> forward. If that is not something that Beaumont USD is willing
to do this
> upcoming school year, then there is nothing left, but for our
community of
> marginalized members , our Educators of marginalized members,
and parents
> of Beaumont marginalized students to work with our allies
across the
> district and state to pursue legal action against BUSD.
>
> Once again, I'm reaching out to you out of respect for you and
everything
> that I have seen you actually do to fight for a Beaumont to be
a better
> place. I hope that you will respond to my invitation for us to
meet so that
> we can discuss ways that we can work together to make sure our
students are
> receiving the education that they deserve in the education of
the
> California state standards in California at code demands that
they receive.
> I will be available any time starting next week.
>
> Community members from FACE and DAAPAC are also aware of this
response
> from Matt Barnett, and are allowing me to meet with you before
they
> officially get involved in this now ongoing frustration with
the district
> over current curriculum.
>
> Respectfully,
> Lydia Dziubanek
>
> Link to letter screenshot
>
>

https://docs.google.com/document/d/13lalESEUs15Kmp4dE9fAAwRUayj_nKHPI5pij898X4/edit

>
>
> --
> *Lydia Dziubanek*
> *Her/Hers/She*
> TRR 4th Grade *Chair*
> Site Tech *Coach*
> BTA Site Rep /Human Rights Committee *Chair*
> *Director* District 4 CTA LGBTQ+ Caucus
> CTA SOGIIAC *committee member*
> House of *Altruismo*
> [image: Bitmoji Image]
>
--

* _____ *

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Thu 06 Jul 2023 10:34:13 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>, Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us>, Mathew Barnett <mbarnett@beaumontusd.k12.ca.us>
Cc:	Chase Moore <cmoore@beaumontusd.k12.ca.us>, Greg Abt <gabt@beaumontusd.k12.ca.us>, Monica Rice <mrice@beaumontusd.k12.ca.us>
Subject:	Re: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
Size:	35151.0 Kb
Id:	5713056465

Good morning Lydia

Thank you for the information. Let's meet when we all get back and discuss this.

Carol will arrange a meefor us. I hope you enjoy your conference.

On Wed, Jul 5, 2023 at 2:58 PM Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us> wrote:

> Good afternoon. I hope you are having a wonderful week.
>
> I wanted to reach out to you because you asked me the last time we spoke,
> that you would like me to reach out to you if I had any further concerns
> about the LGBTQ plus curriculum issue that myself and many other educators
> and community members addressed at the board meeting the last week of
> school. I am including my Beaumont teachers association site rep, my
> Beaumont teachers association president, and my California teachers
> association board member in this email.
>
> I am currently in Florida at the national education association
> representative assembly. I am among 10,000 educators across the country as
> I represent Beaumont, California, and all of California as an

elected

> representative. We are working together as a collective to
> fight for the
> rights of our students to learn, to be safe, and to not be
> discriminated
> against. It is a powerful environment, and I am so grateful to
> be here.

>

> So many other California schools and districts, as well as
> states across

> the nation, have LGBTQ and other marginalized students and
> families that

> are under attacked. Books are being banned and rights are
> being stripped

> from our marginalized students and families.

>

> My hope after our board meeting in Beaumont, and after the
> conversation I

> had with you on the phone, was that Beaumont would do better.
> Now that you

> and the board and your administration has learned about the
> specific

> language of the California Ed code in California history
> social studies

> standards, it was my greatest and strongest desire that we
> would be able to

> work together for our students and our families to right the
> wrongs of the

> current curriculum compliance issues.

>

> Unfortunately, now I do not believe that is the case. I
> received a letter

> from Mat Barnett. My oldest son, who is home caring for my
> other children

> while I am gone to Florida at the representative assembly,
> opened the

> letter and scanned it to my email so I could read it. Matt
> really

> manipulates what the language is of board policies like board
> policies

> 6144, as well as manipulates the language of the fair acts to
> justify the

> curriculum that he has gotten pushed through our district. But
> the reality

> is that if you go on wonders digital platform and you type in
> LGBTQ plus,

> or lesbian, or gay, or slavery event. It will have zero search results.

> If you speak to members of our executive board from Beaumont teachers Association, who work at the high school, like Cesar Lopez, he will be quick to reiterate what we at the elementary school level say about our current Beaumont curriculum that it does not meet the mandated state standards and code when it comes to marginalized groups, including and definitely not limited to LGBTQ plus. There's not just an elementary school issue. It is a K-12 issue.

>

> He falsely states in his letter that Harvey milk is curriculum that we have available and approved for our classrooms in grades K through 12. This is untrue. Have I purchased the curriculum for Harvey milk out of my own pocket, yes. But when I was attacked for teaching in my classroom, did the district office support me, and saying that that is district approved curriculum that I was teaching that day. No. Do we get a book in all of our classrooms on Harvey milk? Purchased by the district, no.

>

> He does identify and acknowledge that we have not purchased curriculum for social studies in nearly 20 years. But he seems in no hurry to find an adoption. He says that the plan was originally for 21/22 but now it's been delayed so now we're gonna do the 24/25 year as inflammation year. No.

> That's not good enough.

>

> Additionally, he states that Beaumont teachers were part of the process to adopt the wonders curriculum. That is also a manipulation of the facts.

> The facts were that we were a part of consulting on the different options.

> I myself as a part of the group. The 30+ teachers who are part of that. All
> unanimously said that wonders was the worst out of the three options. He
> did not listen to us. He still adopted it. My fear is that when we look at
> the new social studies curriculum, will he do the same thing that he did to
> us with wonders, and not go with what the educators, those of us who have
> masters degrees, doctoral degrees in education say it was best for
> students.
>
> It was a letter that was in response to the complaint that I made against
> the district when it came to the curriculum. In his letter, he ignores the
> California Ed code for SB 48, or he doesn't understand it. And instead he
> responded in the letter that the district has the legal right to purchase
> curriculum that they want, that the district does not have to have LGBTQ
> plus curriculum.
>
> This is highly concerning to me, because not only is it not factual, and
> against California Ed code, and against California history social studies
> standards, but it also continues to put teachers like myself, admin like
> Mandy McClure, and all of our LGBTQ plus students at high risk here in
> Beaumont.
>
> High risk of verbal and physical harassment. But also, it puts our
> students at risk of continuing to not be seen or heard and not feeling
> safe.
>
> I want to speak with you before I go ahead with CTA legal to pursue this
> with a lawsuit. Fortunately, being here at the representative assembly, my

> CTA board member is here along with many other people who know what is
> happening in our district in Beaumont and are ready to get involved.
>
> I am incredibly frustrated and disappointed with the leadership negligence
> of Dr. Barnett in this matter. As the leader of our district for
> curriculum, he should be thoroughly knowledgeable of the specific language
> of all California educational code, and California state standards. Instead
> of trying to justify the miss steps that he and our district have made with
> representing our marginalized groups in our curriculum, he should be trying
> to do everything he can to make it right. But that is not the case.
>
> Furthermore, I would believe that it would be pertinent that he would find
> it critical to best serve all members of our faculty and staff who are
> LGBTQ plus, as well as all of our students and families who are LGBTQ plus.
> Representation in curriculum is one of the most powerful ways to make these
> marginalized groups feel safe in Beaumont. When you add that to the fact
> that it's a part of Ed code, I am just flabbergasted that this is an issue
> for him
>
> Additionally, I cannot begin to tell you how much anxiety I have after
> reading his letter, and knowing I will not have any support from his office
> following the California Ed code when it comes to LGBTQ plus.
>
> Another part of his letter, stated that teachers should have to let
> parents know any LGBTQ plus lessons beforehand, as it is a sensitive issue
> in our district. This is another misrepresentation of board policy

> specifically for policy 6144. It does state that board policy that parents
> and guardians shall be notified when instruction related to controversial
> issues, and that they shall be given the ability to consent or their child
> to abstain. But this is not apply to California ed code and social studies
> standards. These are embedded social studies standards that students who
> are in public schools in California have to be taught.
>
> Parents don't get notified when we are teach about religion, which we have
> parents who are atheist and don't want their children learning about
> religion. But it's part of the California state standard so they don't have
> a choice. You can't opt out of it. We don't notify parents when we are
> talking about different types of stories and novels of straight people, but
> if its a LGBTQ historical person we have to notify parents. What if I am a
> gay parent who thinks that straight people are offensive. Should I get
> notified. It's such a slippery slope. We have to stick to what the law says
> we teach our students in the state of California as a public education
> school district.
>
> Once again, this demonstrates his lack of knowledge for how the law works
> in California Ed code. The actual language says that curriculum must be
> provided that includes lesbian, gay, transgender, bisexual and also it is
> very specific to other marginalized groups.
>
> California board of education does not create curriculum for the districts
> across California and therefore there is no specific state mandated
> curriculum. Instead, it has mandated educational codes in mandated

> California state standards in which district are responsible to purchase
> curriculum that meet, those standards and Ed codes
>
> They leave it to the districts to decide what curriculum that includes
> LGBTQ plus is appropriate for their district. Matt's interpretation of the
> law to me in his letter is a manipulation of the language of the fair act ,
> and is incredibly discriminating. Because Matt is saying that because the
> language of the law says that California doesn't offer curriculum, that
> that means that the district doesn't have to have curriculum that teaches
> about LGBTQ plus. And that is not correct.
>
> As much as it would be easier to seek employment in a district that
> follows, Ed code, as easy as it would be to work at any number of the
> districts around the country who are trying to recruit teachers like
> myself, Beaumont is my home. I grew up here. I cannot abandon these
> educators, students, families. They deserve better.
>
> Out of respect for you, and the conversation that we had earlier in
> regards to this entire situation, I would like to sit down with you before
> I reach out to CTA legal. At this point after reading Matt Barnett's
> letter, I also feel that it would be in my best interest to get an attorney
> to represent myself as well as CTA legal.
>
> I have had such great interaction with him in the past, I know he has
> great intentions. But he continues to have a habit of not listening to
> teachers and our concerns. And in this situation, that neglect has put me
> and my children at risk of harm as well as my students, my families, my

> admin, and all of our LGBTQ plus community.
>
> Beaumont must purchase curriculum that includes SB 48
California at code
> and meets the Language of the California state standards for
history social
> science that include SB 48 as well. That is what I want to
focus on moving
> forward. If that is not something that Beaumont USD is willing
to do this
> upcoming school year, then there is nothing left, but for our
community of
> marginalized members , our Educators of marginalized members,
and parents
> of Beaumont marginalized students to work with our allies
across the
> district and state to pursue legal action against BUSD.
>
> Once again, I'm reaching out to you out of respect for you and
everything
> that I have seen you actually do to fight for a Beaumont to be
a better
> place. I hope that you will respond to my invitation for us to
meet so that
> we can discuss ways that we can work together to make sure our
students are
> receiving the education that they deserve in the education of
the
> California state standards in California at code demands that
they receive.
> I will be available any time starting next week.
>
> Community members from FACE and DAAPAC are also aware of this
response
> from Matt Barnett, and are allowing me to meet with you before
they
> officially get involved in this now ongoing frustration with
the district
> over current curriculum.
>
> Respectfully,
> Lydia Dziubanek
>
> Link to letter screenshot
>
>

https://docs.google.com/document/d/13lalESEUs15Kmp4dE9fAAwRUayj_nKHPI5pij898X4/edit

>
>
> --
> *Lydia Dziubanek*
> *Her/Hers/She*
> TRR 4th Grade *Chair*
> Site Tech *Coach*
> BTA Site Rep /Human Rights Committee *Chair*
> *Director* District 4 CTA LGBTQ+ Caucus
> CTA SOGIIAC *committee member*
> House of *Altruismo*
> [image: Bitmoji Image]
>
--

* _____ *

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Thu 06 Jul 2023 10:34:13 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>, Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us>, Mathew Barnett <mbarnett@beaumontusd.k12.ca.us>
Cc:	Chase Moore <cmoore@beaumontusd.k12.ca.us>, Greg Abt <gabt@beaumontusd.k12.ca.us>, Monica Rice <mrice@beaumontusd.k12.ca.us>
Subject:	Re: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
Size:	35143.0 Kb
Id:	9423887216

Good morning Lydia

Thank you for the information. Let's meet when we all get back and discuss this.

Carol will arrange a meefor us. I hope you enjoy your conference.

On Wed, Jul 5, 2023 at 2:58 PM Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us> wrote:

> Good afternoon. I hope you are having a wonderful week.
>
> I wanted to reach out to you because you asked me the last time we spoke,
> that you would like me to reach out to you if I had any further concerns
> about the LGBTQ plus curriculum issue that myself and many other educators
> and community members addressed at the board meeting the last week of
> school. I am including my Beaumont teachers association site rep, my
> Beaumont teachers association president, and my California teachers
> association board member in this email.
>
> I am currently in Florida at the national education association
> representative assembly. I am among 10,000 educators across the country as
> I represent Beaumont, California, and all of California as an

elected

> representative. We are working together as a collective to
> fight for the
> rights of our students to learn, to be safe, and to not be
> discriminated
> against. It is a powerful environment, and I am so grateful to
> be here.

>

> So many other California schools and districts, as well as
> states across

> the nation, have LGBTQ and other marginalized students and
> families that

> are under attacked. Books are being banned and rights are
> being stripped

> from our marginalized students and families.

>

> My hope after our board meeting in Beaumont, and after the
> conversation I

> had with you on the phone, was that Beaumont would do better.
> Now that you

> and the board and your administration has learned about the
> specific

> language of the California Ed code in California history
> social studies

> standards, it was my greatest and strongest desire that we
> would be able to

> work together for our students and our families to right the
> wrongs of the

> current curriculum compliance issues.

>

> Unfortunately, now I do not believe that is the case. I
> received a letter

> from Mat Barnett. My oldest son, who is home caring for my
> other children

> while I am gone to Florida at the representative assembly,
> opened the

> letter and scanned it to my email so I could read it. Matt
> really

> manipulates what the language is of board policies like board
> policies

> 6144, as well as manipulates the language of the fair acts to
> justify the

> curriculum that he has gotten pushed through our district. But
> the reality

> is that if you go on wonders digital platform and you type in
> LGBTQ plus,

> or lesbian, or gay, or slavery event. It will have zero search results.

> If you speak to members of our executive board from Beaumont teachers Association, who work at the high school, like Cesar Lopez, he will be quick to reiterate what we at the elementary school level say about our current Beaumont curriculum that it does not meet the mandated state standards and code when it comes to marginalized groups, including and definitely not limited to LGBTQ plus. There's not just an elementary school issue. It is a K-12 issue.

>

> He falsely states in his letter that Harvey milk is curriculum that we have available and approved for our classrooms in grades K through 12. This is untrue. Have I purchased the curriculum for Harvey milk out of my own pocket, yes. But when I was attacked for teaching in my classroom, did the district office support me, and saying that that is district approved curriculum that I was teaching that day. No. Do we get a book in all of our classrooms on Harvey milk? Purchased by the district, no.

>

> He does identify and acknowledge that we have not purchased curriculum for social studies in nearly 20 years. But he seems in no hurry to find an adoption. He says that the plan was originally for 21/22 but now it's been delayed so now we're gonna do the 24/25 year as inflammation year. No.

> That's not good enough.

>

> Additionally, he states that Beaumont teachers were part of the process to adopt the wonders curriculum. That is also a manipulation of the facts.

> The facts were that we were a part of consulting on the different options.

> I myself as a part of the group. The 30+ teachers who are part of that. All
> unanimously said that wonders was the worst out of the three options. He
> did not listen to us. He still adopted it. My fear is that when we look at
> the new social studies curriculum, will he do the same thing that he did to
> us with wonders, and not go with what the educators, those of us who have
> masters degrees, doctoral degrees in education say it was best for
> students.
>
> It was a letter that was in response to the complaint that I made against
> the district when it came to the curriculum. In his letter, he ignores the
> California Ed code for SB 48, or he doesn't understand it. And instead he
> responded in the letter that the district has the legal right to purchase
> curriculum that they want, that the district does not have to have LGBTQ
> plus curriculum.
>
> This is highly concerning to me, because not only is it not factual, and
> against California Ed code, and against California history social studies
> standards, but it also continues to put teachers like myself, admin like
> Mandy McClure, and all of our LGBTQ plus students at high risk here in
> Beaumont.
>
> High risk of verbal and physical harassment. But also, it puts our
> students at risk of continuing to not be seen or heard and not feeling
> safe.
>
> I want to speak with you before I go ahead with CTA legal to pursue this
> with a lawsuit. Fortunately, being here at the representative assembly, my

> CTA board member is here along with many other people who know what is
> happening in our district in Beaumont and are ready to get involved.
>
> I am incredibly frustrated and disappointed with the leadership negligence
> of Dr. Barnett in this matter. As the leader of our district for
> curriculum, he should be thoroughly knowledgeable of the specific language
> of all California educational code, and California state standards. Instead
> of trying to justify the miss steps that he and our district have made with
> representing our marginalized groups in our curriculum, he should be trying
> to do everything he can to make it right. But that is not the case.
>
> Furthermore, I would believe that it would be pertinent that he would find
> it critical to best serve all members of our faculty and staff who are
> LGBTQ plus, as well as all of our students and families who are LGBTQ plus.
> Representation in curriculum is one of the most powerful ways to make these
> marginalized groups feel safe in Beaumont. When you add that to the fact
> that it's a part of Ed code, I am just flabbergasted that this is an issue
> for him
>
> Additionally, I cannot begin to tell you how much anxiety I have after
> reading his letter, and knowing I will not have any support from his office
> following the California Ed code when it comes to LGBTQ plus.
>
> Another part of his letter, stated that teachers should have to let
> parents know any LGBTQ plus lessons beforehand, as it is a sensitive issue
> in our district. This is another misrepresentation of board policy

> specifically for policy 6144. It does state that board policy that parents
> and guardians shall be notified when instruction related to controversial
> issues, and that they shall be given the ability to consent or their child
> to abstain. But this is not apply to California ed code and social studies
> standards. These are embedded social studies standards that students who
> are in public schools in California have to be taught.
>
> Parents don't get notified when we are teach about religion, which we have
> parents who are atheist and don't want their children learning about
> religion. But it's part of the California state standard so they don't have
> a choice. You can't opt out of it. We don't notify parents when we are
> talking about different types of stories and novels of straight people, but
> if its a LGBTQ historical person we have to notify parents. What if I am a
> gay parent who thinks that straight people are offensive. Should I get
> notified. It's such a slippery slope. We have to stick to what the law says
> we teach our students in the state of California as a public education
> school district.
>
> Once again, this demonstrates his lack of knowledge for how the law works
> in California Ed code. The actual language says that curriculum must be
> provided that includes lesbian, gay, transgender, bisexual and also it is
> very specific to other marginalized groups.
>
> California board of education does not create curriculum for the districts
> across California and therefore there is no specific state mandated
> curriculum. Instead, it has mandated educational codes in mandated

> California state standards in which district are responsible to purchase
> curriculum that meet, those standards and Ed codes
>
> They leave it to the districts to decide what curriculum that includes
> LGBTQ plus is appropriate for their district. Matt's interpretation of the
> law to me in his letter is a manipulation of the language of the fair act ,
> and is incredibly discriminating. Because Matt is saying that because the
> language of the law says that California doesn't offer curriculum, that
> that means that the district doesn't have to have curriculum that teaches
> about LGBTQ plus. And that is not correct.
>
> As much as it would be easier to seek employment in a district that
> follows, Ed code, as easy as it would be to work at any number of the
> districts around the country who are trying to recruit teachers like
> myself, Beaumont is my home. I grew up here. I cannot abandon these
> educators, students, families. They deserve better.
>
> Out of respect for you, and the conversation that we had earlier in
> regards to this entire situation, I would like to sit down with you before
> I reach out to CTA legal. At this point after reading Matt Barnett's
> letter, I also feel that it would be in my best interest to get an attorney
> to represent myself as well as CTA legal.
>
> I have had such great interaction with him in the past, I know he has
> great intentions. But he continues to have a habit of not listening to
> teachers and our concerns. And in this situation, that neglect has put me
> and my children at risk of harm as well as my students, my families, my

> admin, and all of our LGBTQ plus community.
>
> Beaumont must purchase curriculum that includes SB 48
California at code
> and meets the Language of the California state standards for
history social
> science that include SB 48 as well. That is what I want to
focus on moving
> forward. If that is not something that Beaumont USD is willing
to do this
> upcoming school year, then there is nothing left, but for our
community of
> marginalized members , our Educators of marginalized members,
and parents
> of Beaumont marginalized students to work with our allies
across the
> district and state to pursue legal action against BUSD.
>
> Once again, I'm reaching out to you out of respect for you and
everything
> that I have seen you actually do to fight for a Beaumont to be
a better
> place. I hope that you will respond to my invitation for us to
meet so that
> we can discuss ways that we can work together to make sure our
students are
> receiving the education that they deserve in the education of
the
> California state standards in California at code demands that
they receive.
> I will be available any time starting next week.
>
> Community members from FACE and DAAPAC are also aware of this
response
> from Matt Barnett, and are allowing me to meet with you before
they
> officially get involved in this now ongoing frustration with
the district
> over current curriculum.
>
> Respectfully,
> Lydia Dziubanek
>
> Link to letter screenshot
>
>

https://docs.google.com/document/d/13lalESEUs15Kmp4dE9fAAwRUayj_nKHPI5pij898X4/edit

>
>
> --
> *Lydia Dziubanek*
> *Her/Hers/She*
> TRR 4th Grade *Chair*
> Site Tech *Coach*
> BTA Site Rep /Human Rights Committee *Chair*
> *Director* District 4 CTA LGBTQ+ Caucus
> CTA SOGIIAC *committee member*
> House of *Altruismo*
> [image: Bitmoji Image]
>
--

* _____ *

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Thu 06 Jul 2023 10:34:13 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>, Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us>, Mathew Barnett <mbarnett@beaumontusd.k12.ca.us>
Cc:	Chase Moore <cmoore@beaumontusd.k12.ca.us>, Greg Abt <gabt@beaumontusd.k12.ca.us>, Monica Rice <mrice@beaumontusd.k12.ca.us>
Subject:	Re: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
Size:	35143.0 Kb
Id:	7475496133

Good morning Lydia

Thank you for the information. Let's meet when we all get back and discuss this.

Carol will arrange a meefor us. I hope you enjoy your conference.

On Wed, Jul 5, 2023 at 2:58 PM Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us> wrote:

> Good afternoon. I hope you are having a wonderful week.
>
> I wanted to reach out to you because you asked me the last time we spoke,
> that you would like me to reach out to you if I had any further concerns
> about the LGBTQ plus curriculum issue that myself and many other educators
> and community members addressed at the board meeting the last week of
> school. I am including my Beaumont teachers association site rep, my
> Beaumont teachers association president, and my California teachers
> association board member in this email.
>
> I am currently in Florida at the national education association
> representative assembly. I am among 10,000 educators across the country as
> I represent Beaumont, California, and all of California as an

elected

> representative. We are working together as a collective to
> fight for the
> rights of our students to learn, to be safe, and to not be
> discriminated
> against. It is a powerful environment, and I am so grateful to
> be here.

>

> So many other California schools and districts, as well as
> states across

> the nation, have LGBTQ and other marginalized students and
> families that

> are under attacked. Books are being banned and rights are
> being stripped

> from our marginalized students and families.

>

> My hope after our board meeting in Beaumont, and after the
> conversation I

> had with you on the phone, was that Beaumont would do better.
> Now that you

> and the board and your administration has learned about the
> specific

> language of the California Ed code in California history
> social studies

> standards, it was my greatest and strongest desire that we
> would be able to

> work together for our students and our families to right the
> wrongs of the

> current curriculum compliance issues.

>

> Unfortunately, now I do not believe that is the case. I
> received a letter

> from Mat Barnett. My oldest son, who is home caring for my
> other children

> while I am gone to Florida at the representative assembly,
> opened the

> letter and scanned it to my email so I could read it. Matt
> really

> manipulates what the language is of board policies like board
> policies

> 6144, as well as manipulates the language of the fair acts to
> justify the

> curriculum that he has gotten pushed through our district. But
> the reality

> is that if you go on wonders digital platform and you type in
> LGBTQ plus,

> or lesbian, or gay, or slavery event. It will have zero search results.

> If you speak to members of our executive board from Beaumont teachers Association, who work at the high school, like Cesar Lopez, he will be quick to reiterate what we at the elementary school level say about our current Beaumont curriculum that it does not meet the mandated state standards and code when it comes to marginalized groups, including and definitely not limited to LGBTQ plus. There's not just an elementary school issue. It is a K-12 issue.

>

> He falsely states in his letter that Harvey milk is curriculum that we have available and approved for our classrooms in grades K through 12. This is untrue. Have I purchased the curriculum for Harvey milk out of my own pocket, yes. But when I was attacked for teaching in my classroom, did the district office support me, and saying that that is district approved curriculum that I was teaching that day. No. Do we get a book in all of our classrooms on Harvey milk? Purchased by the district, no.

>

> He does identify and acknowledge that we have not purchased curriculum for social studies in nearly 20 years. But he seems in no hurry to find an adoption. He says that the plan was originally for 21/22 but now it's been delayed so now we're gonna do the 24/25 year as inflammation year. No.

> That's not good enough.

>

> Additionally, he states that Beaumont teachers were part of the process to adopt the wonders curriculum. That is also a manipulation of the facts.

> The facts were that we were a part of consulting on the different options.

> I myself as a part of the group. The 30+ teachers who are part of that. All
> unanimously said that wonders was the worst out of the three options. He
> did not listen to us. He still adopted it. My fear is that when we look at
> the new social studies curriculum, will he do the same thing that he did to
> us with wonders, and not go with what the educators, those of us who have
> masters degrees, doctoral degrees in education say it was best for
> students.
>
> It was a letter that was in response to the complaint that I made against
> the district when it came to the curriculum. In his letter, he ignores the
> California Ed code for SB 48, or he doesn't understand it. And instead he
> responded in the letter that the district has the legal right to purchase
> curriculum that they want, that the district does not have to have LGBTQ
> plus curriculum.
>
> This is highly concerning to me, because not only is it not factual, and
> against California Ed code, and against California history social studies
> standards, but it also continues to put teachers like myself, admin like
> Mandy McClure, and all of our LGBTQ plus students at high risk here in
> Beaumont.
>
> High risk of verbal and physical harassment. But also, it puts our
> students at risk of continuing to not be seen or heard and not feeling
> safe.
>
> I want to speak with you before I go ahead with CTA legal to pursue this
> with a lawsuit. Fortunately, being here at the representative assembly, my

> CTA board member is here along with many other people who know what is
> happening in our district in Beaumont and are ready to get involved.
>
> I am incredibly frustrated and disappointed with the leadership negligence
> of Dr. Barnett in this matter. As the leader of our district for
> curriculum, he should be thoroughly knowledgeable of the specific language
> of all California educational code, and California state standards. Instead
> of trying to justify the miss steps that he and our district have made with
> representing our marginalized groups in our curriculum, he should be trying
> to do everything he can to make it right. But that is not the case.
>
> Furthermore, I would believe that it would be pertinent that he would find
> it critical to best serve all members of our faculty and staff who are
> LGBTQ plus, as well as all of our students and families who are LGBTQ plus.
> Representation in curriculum is one of the most powerful ways to make these
> marginalized groups feel safe in Beaumont. When you add that to the fact
> that it's a part of Ed code, I am just flabbergasted that this is an issue
> for him
>
> Additionally, I cannot begin to tell you how much anxiety I have after
> reading his letter, and knowing I will not have any support from his office
> following the California Ed code when it comes to LGBTQ plus.
>
> Another part of his letter, stated that teachers should have to let
> parents know any LGBTQ plus lessons beforehand, as it is a sensitive issue
> in our district. This is another misrepresentation of board policy

> specifically for policy 6144. It does state that board policy that parents
> and guardians shall be notified when instruction related to controversial
> issues, and that they shall be given the ability to consent or their child
> to abstain. But this is not apply to California ed code and social studies
> standards. These are embedded social studies standards that students who
> are in public schools in California have to be taught.
>
> Parents don't get notified when we are teach about religion, which we have
> parents who are atheist and don't want their children learning about
> religion. But it's part of the California state standard so they don't have
> a choice. You can't opt out of it. We don't notify parents when we are
> talking about different types of stories and novels of straight people, but
> if its a LGBTQ historical person we have to notify parents. What if I am a
> gay parent who thinks that straight people are offensive. Should I get
> notified. It's such a slippery slope. We have to stick to what the law says
> we teach our students in the state of California as a public education
> school district.
>
> Once again, this demonstrates his lack of knowledge for how the law works
> in California Ed code. The actual language says that curriculum must be
> provided that includes lesbian, gay, transgender, bisexual and also it is
> very specific to other marginalized groups.
>
> California board of education does not create curriculum for the districts
> across California and therefore there is no specific state mandated
> curriculum. Instead, it has mandated educational codes in mandated

> California state standards in which district are responsible to purchase
> curriculum that meet, those standards and Ed codes
>
> They leave it to the districts to decide what curriculum that includes
> LGBTQ plus is appropriate for their district. Matt's interpretation of the
> law to me in his letter is a manipulation of the language of the fair act ,
> and is incredibly discriminating. Because Matt is saying that because the
> language of the law says that California doesn't offer curriculum, that
> that means that the district doesn't have to have curriculum that teaches
> about LGBTQ plus. And that is not correct.
>
> As much as it would be easier to seek employment in a district that
> follows, Ed code, as easy as it would be to work at any number of the
> districts around the country who are trying to recruit teachers like
> myself, Beaumont is my home. I grew up here. I cannot abandon these
> educators, students, families. They deserve better.
>
> Out of respect for you, and the conversation that we had earlier in
> regards to this entire situation, I would like to sit down with you before
> I reach out to CTA legal. At this point after reading Matt Barnett's
> letter, I also feel that it would be in my best interest to get an attorney
> to represent myself as well as CTA legal.
>
> I have had such great interaction with him in the past, I know he has
> great intentions. But he continues to have a habit of not listening to
> teachers and our concerns. And in this situation, that neglect has put me
> and my children at risk of harm as well as my students, my families, my

> admin, and all of our LGBTQ plus community.
>
> Beaumont must purchase curriculum that includes SB 48
California at code
> and meets the Language of the California state standards for
history social
> science that include SB 48 as well. That is what I want to
focus on moving
> forward. If that is not something that Beaumont USD is willing
to do this
> upcoming school year, then there is nothing left, but for our
community of
> marginalized members , our Educators of marginalized members,
and parents
> of Beaumont marginalized students to work with our allies
across the
> district and state to pursue legal action against BUSD.
>
> Once again, I'm reaching out to you out of respect for you and
everything
> that I have seen you actually do to fight for a Beaumont to be
a better
> place. I hope that you will respond to my invitation for us to
meet so that
> we can discuss ways that we can work together to make sure our
students are
> receiving the education that they deserve in the education of
the
> California state standards in California at code demands that
they receive.
> I will be available any time starting next week.
>
> Community members from FACE and DAAPAC are also aware of this
response
> from Matt Barnett, and are allowing me to meet with you before
they
> officially get involved in this now ongoing frustration with
the district
> over current curriculum.
>
> Respectfully,
> Lydia Dziubanek
>
> Link to letter screenshot
>
>

https://docs.google.com/document/d/13lalESEUs15Kmp4dE9fAAwRUayj_nKHPI5pij898X4/edit

>
>
> --
> *Lydia Dziubanek*
> *Her/Hers/She*
> TRR 4th Grade *Chair*
> Site Tech *Coach*
> BTA Site Rep /Human Rights Committee *Chair*
> *Director* District 4 CTA LGBTQ+ Caucus
> CTA SOGIIAC *committee member*
> House of *Altruismo*
> [image: Bitmoji Image]
>
--

* _____ *

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Thu 06 Jul 2023 10:34:13 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>, Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us>, Mathew Barnett <mbarnett@beaumontusd.k12.ca.us>
Cc:	Chase Moore <cmoore@beaumontusd.k12.ca.us>, Greg Abt <gabt@beaumontusd.k12.ca.us>, Monica Rice <mrice@beaumontusd.k12.ca.us>
Subject:	Re: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
Size:	35147.0 Kb
Id:	7805972130

Good morning Lydia

Thank you for the information. Let's meet when we all get back and discuss this.

Carol will arrange a meefor us. I hope you enjoy your conference.

On Wed, Jul 5, 2023 at 2:58 PM Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us> wrote:

> Good afternoon. I hope you are having a wonderful week.
>
> I wanted to reach out to you because you asked me the last time we spoke,
> that you would like me to reach out to you if I had any further concerns
> about the LGBTQ plus curriculum issue that myself and many other educators
> and community members addressed at the board meeting the last week of
> school. I am including my Beaumont teachers association site rep, my
> Beaumont teachers association president, and my California teachers
> association board member in this email.
>
> I am currently in Florida at the national education association
> representative assembly. I am among 10,000 educators across the country as
> I represent Beaumont, California, and all of California as an

elected

> representative. We are working together as a collective to
> fight for the
> rights of our students to learn, to be safe, and to not be
> discriminated
> against. It is a powerful environment, and I am so grateful to
> be here.

>

> So many other California schools and districts, as well as
> states across

> the nation, have LGBTQ and other marginalized students and
> families that

> are under attacked. Books are being banned and rights are
> being stripped

> from our marginalized students and families.

>

> My hope after our board meeting in Beaumont, and after the
> conversation I

> had with you on the phone, was that Beaumont would do better.
> Now that you

> and the board and your administration has learned about the
> specific

> language of the California Ed code in California history
> social studies

> standards, it was my greatest and strongest desire that we
> would be able to

> work together for our students and our families to right the
> wrongs of the

> current curriculum compliance issues.

>

> Unfortunately, now I do not believe that is the case. I
> received a letter

> from Mat Barnett. My oldest son, who is home caring for my
> other children

> while I am gone to Florida at the representative assembly,
> opened the

> letter and scanned it to my email so I could read it. Matt
> really

> manipulates what the language is of board policies like board
> policies

> 6144, as well as manipulates the language of the fair acts to
> justify the

> curriculum that he has gotten pushed through our district. But
> the reality

> is that if you go on wonders digital platform and you type in
> LGBTQ plus,

> or lesbian, or gay, or slavery event. It will have zero search results.

> If you speak to members of our executive board from Beaumont teachers Association, who work at the high school, like Cesar Lopez, he will be quick to reiterate what we at the elementary school level say about our current Beaumont curriculum that it does not meet the mandated state standards and code when it comes to marginalized groups, including and definitely not limited to LGBTQ plus. There's not just an elementary school issue. It is a K-12 issue.

>

> He falsely states in his letter that Harvey milk is curriculum that we have available and approved for our classrooms in grades K through 12. This is untrue. Have I purchased the curriculum for Harvey milk out of my own pocket, yes. But when I was attacked for teaching in my classroom, did the district office support me, and saying that that is district approved curriculum that I was teaching that day. No. Do we get a book in all of our classrooms on Harvey milk? Purchased by the district, no.

>

> He does identify and acknowledge that we have not purchased curriculum for social studies in nearly 20 years. But he seems in no hurry to find an adoption. He says that the plan was originally for 21/22 but now it's been delayed so now we're gonna do the 24/25 year as inflammation year. No.

> That's not good enough.

>

> Additionally, he states that Beaumont teachers were part of the process to adopt the wonders curriculum. That is also a manipulation of the facts.

> The facts were that we were a part of consulting on the different options.

> I myself as a part of the group. The 30+ teachers who are part of that. All
> unanimously said that wonders was the worst out of the three options. He
> did not listen to us. He still adopted it. My fear is that when we look at
> the new social studies curriculum, will he do the same thing that he did to
> us with wonders, and not go with what the educators, those of us who have
> masters degrees, doctoral degrees in education say it was best for
> students.
>
> It was a letter that was in response to the complaint that I made against
> the district when it came to the curriculum. In his letter, he ignores the
> California Ed code for SB 48, or he doesn't understand it. And instead he
> responded in the letter that the district has the legal right to purchase
> curriculum that they want, that the district does not have to have LGBTQ
> plus curriculum.
>
> This is highly concerning to me, because not only is it not factual, and
> against California Ed code, and against California history social studies
> standards, but it also continues to put teachers like myself, admin like
> Mandy McClure, and all of our LGBTQ plus students at high risk here in
> Beaumont.
>
> High risk of verbal and physical harassment. But also, it puts our
> students at risk of continuing to not be seen or heard and not feeling
> safe.
>
> I want to speak with you before I go ahead with CTA legal to pursue this
> with a lawsuit. Fortunately, being here at the representative assembly, my

> CTA board member is here along with many other people who know what is
> happening in our district in Beaumont and are ready to get involved.
>
> I am incredibly frustrated and disappointed with the leadership negligence
> of Dr. Barnett in this matter. As the leader of our district for
> curriculum, he should be thoroughly knowledgeable of the specific language
> of all California educational code, and California state standards. Instead
> of trying to justify the miss steps that he and our district have made with
> representing our marginalized groups in our curriculum, he should be trying
> to do everything he can to make it right. But that is not the case.
>
> Furthermore, I would believe that it would be pertinent that he would find
> it critical to best serve all members of our faculty and staff who are
> LGBTQ plus, as well as all of our students and families who are LGBTQ plus.
> Representation in curriculum is one of the most powerful ways to make these
> marginalized groups feel safe in Beaumont. When you add that to the fact
> that it's a part of Ed code, I am just flabbergasted that this is an issue
> for him
>
> Additionally, I cannot begin to tell you how much anxiety I have after
> reading his letter, and knowing I will not have any support from his office
> following the California Ed code when it comes to LGBTQ plus.
>
> Another part of his letter, stated that teachers should have to let
> parents know any LGBTQ plus lessons beforehand, as it is a sensitive issue
> in our district. This is another misrepresentation of board policy

> specifically for policy 6144. It does state that board policy that parents
> and guardians shall be notified when instruction related to controversial
> issues, and that they shall be given the ability to consent or their child
> to abstain. But this is not apply to California ed code and social studies
> standards. These are embedded social studies standards that students who
> are in public schools in California have to be taught.
>
> Parents don't get notified when we are teach about religion, which we have
> parents who are atheist and don't want their children learning about
> religion. But it's part of the California state standard so they don't have
> a choice. You can't opt out of it. We don't notify parents when we are
> talking about different types of stories and novels of straight people, but
> if its a LGBTQ historical person we have to notify parents. What if I am a
> gay parent who thinks that straight people are offensive. Should I get
> notified. It's such a slippery slope. We have to stick to what the law says
> we teach our students in the state of California as a public education
> school district.
>
> Once again, this demonstrates his lack of knowledge for how the law works
> in California Ed code. The actual language says that curriculum must be
> provided that includes lesbian, gay, transgender, bisexual and also it is
> very specific to other marginalized groups.
>
> California board of education does not create curriculum for the districts
> across California and therefore there is no specific state mandated
> curriculum. Instead, it has mandated educational codes in mandated

> California state standards in which district are responsible to purchase
> curriculum that meet, those standards and Ed codes
>
> They leave it to the districts to decide what curriculum that includes
> LGBTQ plus is appropriate for their district. Matt's interpretation of the
> law to me in his letter is a manipulation of the language of the fair act ,
> and is incredibly discriminating. Because Matt is saying that because the
> language of the law says that California doesn't offer curriculum, that
> that means that the district doesn't have to have curriculum that teaches
> about LGBTQ plus. And that is not correct.
>
> As much as it would be easier to seek employment in a district that
> follows, Ed code, as easy as it would be to work at any number of the
> districts around the country who are trying to recruit teachers like
> myself, Beaumont is my home. I grew up here. I cannot abandon these
> educators, students, families. They deserve better.
>
> Out of respect for you, and the conversation that we had earlier in
> regards to this entire situation, I would like to sit down with you before
> I reach out to CTA legal. At this point after reading Matt Barnett's
> letter, I also feel that it would be in my best interest to get an attorney
> to represent myself as well as CTA legal.
>
> I have had such great interaction with him in the past, I know he has
> great intentions. But he continues to have a habit of not listening to
> teachers and our concerns. And in this situation, that neglect has put me
> and my children at risk of harm as well as my students, my families, my

> admin, and all of our LGBTQ plus community.
>
> Beaumont must purchase curriculum that includes SB 48
California at code
> and meets the Language of the California state standards for
history social
> science that include SB 48 as well. That is what I want to
focus on moving
> forward. If that is not something that Beaumont USD is willing
to do this
> upcoming school year, then there is nothing left, but for our
community of
> marginalized members , our Educators of marginalized members,
and parents
> of Beaumont marginalized students to work with our allies
across the
> district and state to pursue legal action against BUSD.
>
> Once again, I'm reaching out to you out of respect for you and
everything
> that I have seen you actually do to fight for a Beaumont to be
a better
> place. I hope that you will respond to my invitation for us to
meet so that
> we can discuss ways that we can work together to make sure our
students are
> receiving the education that they deserve in the education of
the
> California state standards in California at code demands that
they receive.
> I will be available any time starting next week.
>
> Community members from FACE and DAAPAC are also aware of this
response
> from Matt Barnett, and are allowing me to meet with you before
they
> officially get involved in this now ongoing frustration with
the district
> over current curriculum.
>
> Respectfully,
> Lydia Dziubanek
>
> Link to letter screenshot
>
>

https://docs.google.com/document/d/13lalESEUs15Kmp4dE9fAAwRUayj_nKHPI5pij898X4/edit

>
>
> --
> *Lydia Dziubanek*
> *Her/Hers/She*
> TRR 4th Grade *Chair*
> Site Tech *Coach*
> BTA Site Rep /Human Rights Committee *Chair*
> *Director* District 4 CTA LGBTQ+ Caucus
> CTA SOGIIAC *committee member*
> House of *Altruismo*
> [image: Bitmoji Image]
>
--

* _____ *

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Thu 06 Jul 2023 10:34:13 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>, Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us>, Mathew Barnett <mbarnett@beaumontusd.k12.ca.us>
Cc:	Chase Moore <cmoore@beaumontusd.k12.ca.us>, Greg Abt <gabt@beaumontusd.k12.ca.us>, Monica Rice <mrice@beaumontusd.k12.ca.us>
Subject:	Re: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
Size:	35143.0 Kb
Id:	7475496213

Good morning Lydia

Thank you for the information. Let's meet when we all get back and discuss this.

Carol will arrange a meefor us. I hope you enjoy your conference.

On Wed, Jul 5, 2023 at 2:58 PM Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us> wrote:

> Good afternoon. I hope you are having a wonderful week.
>
> I wanted to reach out to you because you asked me the last time we spoke,
> that you would like me to reach out to you if I had any further concerns
> about the LGBTQ plus curriculum issue that myself and many other educators
> and community members addressed at the board meeting the last week of
> school. I am including my Beaumont teachers association site rep, my
> Beaumont teachers association president, and my California teachers
> association board member in this email.
>
> I am currently in Florida at the national education association
> representative assembly. I am among 10,000 educators across the country as
> I represent Beaumont, California, and all of California as an

elected

> representative. We are working together as a collective to fight for the rights of our students to learn, to be safe, and to not be discriminated against. It is a powerful environment, and I am so grateful to be here.

>

> So many other California schools and districts, as well as states across

> the nation, have LGBTQ and other marginalized students and families that

> are under attacked. Books are being banned and rights are being stripped

> from our marginalized students and families.

>

> My hope after our board meeting in Beaumont, and after the conversation I

> had with you on the phone, was that Beaumont would do better. Now that you

> and the board and your administration has learned about the specific

> language of the California Ed code in California history social studies

> standards, it was my greatest and strongest desire that we would be able to

> work together for our students and our families to right the wrongs of the

> current curriculum compliance issues.

>

> Unfortunately, now I do not believe that is the case. I received a letter

> from Mat Barnett. My oldest son, who is home caring for my other children

> while I am gone to Florida at the representative assembly, opened the

> letter and scanned it to my email so I could read it. Matt really

> manipulates what the language is of board policies like board policies

> 6144, as well as manipulates the language of the fair acts to justify the

> curriculum that he has gotten pushed through our district. But the reality

> is that if you go on wonders digital platform and you type in LGBTQ plus,

> or lesbian, or gay, or slavery event. It will have zero search results.

> If you speak to members of our executive board from Beaumont teachers Association, who work at the high school, like Cesar Lopez, he will be quick to reiterate what we at the elementary school level say about our current Beaumont curriculum that it does not meet the mandated state standards and code when it comes to marginalized groups, including and definitely not limited to LGBTQ plus. There's not just an elementary school issue. It is a K-12 issue.

>

> He falsely states in his letter that Harvey milk is curriculum that we have available and approved for our classrooms in grades K through 12. This is untrue. Have I purchased the curriculum for Harvey milk out of my own pocket, yes. But when I was attacked for teaching in my classroom, did the district office support me, and saying that that is district approved curriculum that I was teaching that day. No. Do we get a book in all of our classrooms on Harvey milk? Purchased by the district, no.

>

> He does identify and acknowledge that we have not purchased curriculum for social studies in nearly 20 years. But he seems in no hurry to find an adoption. He says that the plan was originally for 21/22 but now it's been delayed so now we're gonna do the 24/25 year as inflammation year. No.

> That's not good enough.

>

> Additionally, he states that Beaumont teachers were part of the process to adopt the wonders curriculum. That is also a manipulation of the facts.

> The facts were that we were a part of consulting on the different options.

> I myself as a part of the group. The 30+ teachers who are part of that. All
> unanimously said that wonders was the worst out of the three options. He
> did not listen to us. He still adopted it. My fear is that when we look at
> the new social studies curriculum, will he do the same thing that he did to
> us with wonders, and not go with what the educators, those of us who have
> masters degrees, doctoral degrees in education say it was best for
> students.
>
> It was a letter that was in response to the complaint that I made against
> the district when it came to the curriculum. In his letter, he ignores the
> California Ed code for SB 48, or he doesn't understand it. And instead he
> responded in the letter that the district has the legal right to purchase
> curriculum that they want, that the district does not have to have LGBTQ
> plus curriculum.
>
> This is highly concerning to me, because not only is it not factual, and
> against California Ed code, and against California history social studies
> standards, but it also continues to put teachers like myself, admin like
> Mandy McClure, and all of our LGBTQ plus students at high risk here in
> Beaumont.
>
> High risk of verbal and physical harassment. But also, it puts our
> students at risk of continuing to not be seen or heard and not feeling
> safe.
>
> I want to speak with you before I go ahead with CTA legal to pursue this
> with a lawsuit. Fortunately, being here at the representative assembly, my

> CTA board member is here along with many other people who know what is
> happening in our district in Beaumont and are ready to get involved.
>
> I am incredibly frustrated and disappointed with the leadership negligence
> of Dr. Barnett in this matter. As the leader of our district for
> curriculum, he should be thoroughly knowledgeable of the specific language
> of all California educational code, and California state standards. Instead
> of trying to justify the miss steps that he and our district have made with
> representing our marginalized groups in our curriculum, he should be trying
> to do everything he can to make it right. But that is not the case.
>
> Furthermore, I would believe that it would be pertinent that he would find
> it critical to best serve all members of our faculty and staff who are
> LGBTQ plus, as well as all of our students and families who are LGBTQ plus.
> Representation in curriculum is one of the most powerful ways to make these
> marginalized groups feel safe in Beaumont. When you add that to the fact
> that it's a part of Ed code, I am just flabbergasted that this is an issue
> for him
>
> Additionally, I cannot begin to tell you how much anxiety I have after
> reading his letter, and knowing I will not have any support from his office
> following the California Ed code when it comes to LGBTQ plus.
>
> Another part of his letter, stated that teachers should have to let
> parents know any LGBTQ plus lessons beforehand, as it is a sensitive issue
> in our district. This is another misrepresentation of board policy

> specifically for policy 6144. It does state that board policy that parents
> and guardians shall be notified when instruction related to controversial
> issues, and that they shall be given the ability to consent or their child
> to abstain. But this is not apply to California ed code and social studies
> standards. These are embedded social studies standards that students who
> are in public schools in California have to be taught.
>
> Parents don't get notified when we are teach about religion, which we have
> parents who are atheist and don't want their children learning about
> religion. But it's part of the California state standard so they don't have
> a choice. You can't opt out of it. We don't notify parents when we are
> talking about different types of stories and novels of straight people, but
> if its a LGBTQ historical person we have to notify parents. What if I am a
> gay parent who thinks that straight people are offensive. Should I get
> notified. It's such a slippery slope. We have to stick to what the law says
> we teach our students in the state of California as a public education
> school district.
>
> Once again, this demonstrates his lack of knowledge for how the law works
> in California Ed code. The actual language says that curriculum must be
> provided that includes lesbian, gay, transgender, bisexual and also it is
> very specific to other marginalized groups.
>
> California board of education does not create curriculum for the districts
> across California and therefore there is no specific state mandated
> curriculum. Instead, it has mandated educational codes in mandated

> California state standards in which district are responsible to purchase
> curriculum that meet, those standards and Ed codes
>
> They leave it to the districts to decide what curriculum that includes
> LGBTQ plus is appropriate for their district. Mats interpretation of the
> law to me in his letter is a manipulation of the language of the fair act ,
> and is incredibly discriminating. Because Matt is saying that because the
> language of the law says that California doesn't offer curriculum, that
> that means that the district doesn't have to have curriculum that teaches
> about LGBTQ plus. And that is not correct.
>
> As much as it would be easier to seek employment in a district that
> follows, Ed code, as easy as it would be to work at any number of the
> districts around the country who are trying to recruit teachers like
> myself, Beaumont is my home. I grew up here. I cannot abandon these
> educators, students, families. They deserve better.
>
> Out of respect for you, and the conversation that we had earlier in
> regards to this entire situation, I would like to sit down with you before
> I reach out to CTA legal. At this point after reading Matt Barnett's
> letter, I also feel that it would be in my best interest to get an attorney
> to represent myself as well as CTA legal.
>
> I have had such great interaction with him in the past, I know he has
> great intentions. But he continues to have a habit of not listening to
> teachers and our concerns. And in this situation, that neglect has put me
> and my children at risk of harm as well as my students, my families, my

> admin, and all of our LGBTQ plus community.
>
> Beaumont must purchase curriculum that includes SB 48
California at code
> and meets the Language of the California state standards for
history social
> science that include SB 48 as well. That is what I want to
focus on moving
> forward. If that is not something that Beaumont USD is willing
to do this
> upcoming school year, then there is nothing left, but for our
community of
> marginalized members , our Educators of marginalized members,
and parents
> of Beaumont marginalized students to work with our allies
across the
> district and state to pursue legal action against BUSD.
>
> Once again, I'm reaching out to you out of respect for you and
everything
> that I have seen you actually do to fight for a Beaumont to be
a better
> place. I hope that you will respond to my invitation for us to
meet so that
> we can discuss ways that we can work together to make sure our
students are
> receiving the education that they deserve in the education of
the
> California state standards in California at code demands that
they receive.
> I will be available any time starting next week.
>
> Community members from FACE and DAAPAC are also aware of this
response
> from Matt Barnett, and are allowing me to meet with you before
they
> officially get involved in this now ongoing frustration with
the district
> over current curriculum.
>
> Respectfully,
> Lydia Dziubanek
>
> Link to letter screenshot
>
>

https://docs.google.com/document/d/13lalESEUs15Kmp4dE9fAAwRUayj_nKHPI5pij898X4/edit

>
>
> --
> *Lydia Dziubanek*
> *Her/Hers/She*
> TRR 4th Grade *Chair*
> Site Tech *Coach*
> BTA Site Rep /Human Rights Committee *Chair*
> *Director* District 4 CTA LGBTQ+ Caucus
> CTA SOGIIAC *committee member*
> House of *Altruismo*
> [image: Bitmoji Image]
>
--

* _____ *

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Thu 06 Jul 2023 10:34:13 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>, Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us>, Mathew Barnett <mbarnett@beaumontusd.k12.ca.us>
Cc:	Chase Moore <cmoore@beaumontusd.k12.ca.us>, Greg Abt <gabt@beaumontusd.k12.ca.us>, Monica Rice <mrice@beaumontusd.k12.ca.us>
Subject:	Re: Continued evasion of the negligence of the current Curriculum to the mandated, California educational code, and the California History social science standards
Size:	35139.0 Kb
Id:	7475496165

Good morning Lydia

Thank you for the information. Let's meet when we all get back and discuss this.

Carol will arrange a meefor us. I hope you enjoy your conference.

On Wed, Jul 5, 2023 at 2:58 PM Lydia Dziubanek <ldziubanek@beaumontusd.k12.ca.us> wrote:

> Good afternoon. I hope you are having a wonderful week.
>
> I wanted to reach out to you because you asked me the last time we spoke,
> that you would like me to reach out to you if I had any further concerns
> about the LGBTQ plus curriculum issue that myself and many other educators
> and community members addressed at the board meeting the last week of
> school. I am including my Beaumont teachers association site rep, my
> Beaumont teachers association president, and my California teachers
> association board member in this email.
>
> I am currently in Florida at the national education association
> representative assembly. I am among 10,000 educators across the country as
> I represent Beaumont, California, and all of California as an

elected

> representative. We are working together as a collective to
> fight for the
> rights of our students to learn, to be safe, and to not be
> discriminated
> against. It is a powerful environment, and I am so grateful to
> be here.

>

> So many other California schools and districts, as well as
> states across

> the nation, have LGBTQ and other marginalized students and
> families that

> are under attacked. Books are being banned and rights are
> being stripped

> from our marginalized students and families.

>

> My hope after our board meeting in Beaumont, and after the
> conversation I

> had with you on the phone, was that Beaumont would do better.
> Now that you

> and the board and your administration has learned about the
> specific

> language of the California Ed code in California history
> social studies

> standards, it was my greatest and strongest desire that we
> would be able to

> work together for our students and our families to right the
> wrongs of the

> current curriculum compliance issues.

>

> Unfortunately, now I do not believe that is the case. I
> received a letter

> from Mat Barnett. My oldest son, who is home caring for my
> other children

> while I am gone to Florida at the representative assembly,
> opened the

> letter and scanned it to my email so I could read it. Matt
> really

> manipulates what the language is of board policies like board
> policies

> 6144, as well as manipulates the language of the fair acts to
> justify the

> curriculum that he has gotten pushed through our district. But
> the reality

> is that if you go on wonders digital platform and you type in
> LGBTQ plus,

> or lesbian, or gay, or slavery event. It will have zero search results.

> If you speak to members of our executive board from Beaumont teachers Association, who work at the high school, like Cesar Lopez, he will be quick to reiterate what we at the elementary school level say about our current Beaumont curriculum that it does not meet the mandated state standards and code when it comes to marginalized groups, including and definitely not limited to LGBTQ plus. There's not just an elementary school issue. It is a K-12 issue.

>

> He falsely states in his letter that Harvey Milk is curriculum that we have available and approved for our classrooms in grades K through 12. This is untrue. Have I purchased the curriculum for Harvey Milk out of my own pocket, yes. But when I was attacked for teaching in my classroom, did the district office support me, and saying that that is district approved curriculum that I was teaching that day. No. Do we get a book in all of our classrooms on Harvey Milk? Purchased by the district, no.

>

> He does identify and acknowledge that we have not purchased curriculum for social studies in nearly 20 years. But he seems in no hurry to find an adoption. He says that the plan was originally for 21/22 but now it's been delayed so now we're gonna do the 24/25 year as inflammation year. No.

> That's not good enough.

>

> Additionally, he states that Beaumont teachers were part of the process to adopt the Wonders curriculum. That is also a manipulation of the facts.

> The facts were that we were a part of consulting on the different options.

> I myself as a part of the group. The 30+ teachers who are part of that. All
> unanimously said that wonders was the worst out of the three options. He
> did not listen to us. He still adopted it. My fear is that when we look at
> the new social studies curriculum, will he do the same thing that he did to
> us with wonders, and not go with what the educators, those of us who have
> masters degrees, doctoral degrees in education say it was best for
> students.
>
> It was a letter that was in response to the complaint that I made against
> the district when it came to the curriculum. In his letter, he ignores the
> California Ed code for SB 48, or he doesn't understand it. And instead he
> responded in the letter that the district has the legal right to purchase
> curriculum that they want, that the district does not have to have LGBTQ
> plus curriculum.
>
> This is highly concerning to me, because not only is it not factual, and
> against California Ed code, and against California history social studies
> standards, but it also continues to put teachers like myself, admin like
> Mandy McClure, and all of our LGBTQ plus students at high risk here in
> Beaumont.
>
> High risk of verbal and physical harassment. But also, it puts our
> students at risk of continuing to not be seen or heard and not feeling
> safe.
>
> I want to speak with you before I go ahead with CTA legal to pursue this
> with a lawsuit. Fortunately, being here at the representative assembly, my

> CTA board member is here along with many other people who know what is
> happening in our district in Beaumont and are ready to get involved.
>
> I am incredibly frustrated and disappointed with the leadership negligence
> of Dr. Barnett in this matter. As the leader of our district for
> curriculum, he should be thoroughly knowledgeable of the specific language
> of all California educational code, and California state standards. Instead
> of trying to justify the miss steps that he and our district have made with
> representing our marginalized groups in our curriculum, he should be trying
> to do everything he can to make it right. But that is not the case.
>
> Furthermore, I would believe that it would be pertinent that he would find
> it critical to best serve all members of our faculty and staff who are
> LGBTQ plus, as well as all of our students and families who are LGBTQ plus.
> Representation in curriculum is one of the most powerful ways to make these
> marginalized groups feel safe in Beaumont. When you add that to the fact
> that it's a part of Ed code, I am just flabbergasted that this is an issue
> for him
>
> Additionally, I cannot begin to tell you how much anxiety I have after
> reading his letter, and knowing I will not have any support from his office
> following the California Ed code when it comes to LGBTQ plus.
>
> Another part of his letter, stated that teachers should have to let
> parents know any LGBTQ plus lessons beforehand, as it is a sensitive issue
> in our district. This is another misrepresentation of board policy

> specifically for policy 6144. It does state that board policy that parents
> and guardians shall be notified when instruction related to controversial
> issues, and that they shall be given the ability to consent or their child
> to abstain. But this is not apply to California ed code and social studies
> standards. These are embedded social studies standards that students who
> are in public schools in California have to be taught.
>
> Parents don't get notified when we are teach about religion, which we have
> parents who are atheist and don't want their children learning about
> religion. But it's part of the California state standard so they don't have
> a choice. You can't opt out of it. We don't notify parents when we are
> talking about different types of stories and novels of straight people, but
> if its a LGBTQ historical person we have to notify parents. What if I am a
> gay parent who thinks that straight people are offensive. Should I get
> notified. It's such a slippery slope. We have to stick to what the law says
> we teach our students in the state of California as a public education
> school district.
>
> Once again, this demonstrates his lack of knowledge for how the law works
> in California Ed code. The actual language says that curriculum must be
> provided that includes lesbian, gay, transgender, bisexual and also it is
> very specific to other marginalized groups.
>
> California board of education does not create curriculum for the districts
> across California and therefore there is no specific state mandated
> curriculum. Instead, it has mandated educational codes in mandated

> California state standards in which district are responsible to purchase
> curriculum that meet, those standards and Ed codes
>
> They leave it to the districts to decide what curriculum that includes
> LGBTQ plus is appropriate for their district. Mats interpretation of the
> law to me in his letter is a manipulation of the language of the fair act ,
> and is incredibly discriminating. Because Matt is saying that because the
> language of the law says that California doesn't offer curriculum, that
> that means that the district doesn't have to have curriculum that teaches
> about LGBTQ plus. And that is not correct.
>
> As much as it would be easier to seek employment in a district that
> follows, Ed code, as easy as it would be to work at any number of the
> districts around the country who are trying to recruit teachers like
> myself, Beaumont is my home. I grew up here. I cannot abandon these
> educators, students, families. They deserve better.
>
> Out of respect for you, and the conversation that we had earlier in
> regards to this entire situation, I would like to sit down with you before
> I reach out to CTA legal. At this point after reading Matt Barnett's
> letter, I also feel that it would be in my best interest to get an attorney
> to represent myself as well as CTA legal.
>
> I have had such great interaction with him in the past, I know he has
> great intentions. But he continues to have a habit of not listening to
> teachers and our concerns. And in this situation, that neglect has put me
> and my children at risk of harm as well as my students, my families, my

> admin, and all of our LGBTQ plus community.
>
> Beaumont must purchase curriculum that includes SB 48
California at code
> and meets the Language of the California state standards for
history social
> science that include SB 48 as well. That is what I want to
focus on moving
> forward. If that is not something that Beaumont USD is willing
to do this
> upcoming school year, then there is nothing left, but for our
community of
> marginalized members , our Educators of marginalized members,
and parents
> of Beaumont marginalized students to work with our allies
across the
> district and state to pursue legal action against BUSD.
>
> Once again, I'm reaching out to you out of respect for you and
everything
> that I have seen you actually do to fight for a Beaumont to be
a better
> place. I hope that you will respond to my invitation for us to
meet so that
> we can discuss ways that we can work together to make sure our
students are
> receiving the education that they deserve in the education of
the
> California state standards in California at code demands that
they receive.
> I will be available any time starting next week.
>
> Community members from FACE and DAAPAC are also aware of this
response
> from Matt Barnett, and are allowing me to meet with you before
they
> officially get involved in this now ongoing frustration with
the district
> over current curriculum.
>
> Respectfully,
> Lydia Dziubanek
>
> Link to letter screenshot
>
>

https://docs.google.com/document/d/13lalESEUs15Kmp4dE9fAAwRUayj_nKHPI5pij898X4/edit

>
>
> --
> *Lydia Dziubanek*
> *Her/Hers/She*
> TRR 4th Grade *Chair*
> Site Tech *Coach*
> BTA Site Rep /Human Rights Committee *Chair*
> *Director* District 4 CTA LGBTQ+ Caucus
> CTA SOGIIAC *committee member*
> House of *Altruismo*
> [image: Bitmoji Image]
>
--

* _____ *

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 16 Jun 2023 09:41:25 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ angst in our community/district
Size:	127976.0 Kb
Id:	9396483958
Attachment:	mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg

FYI

----- Forwarded message -----

From: Heather Raley <heatherraley21@yahoo.com>

Date: Thu, Jun 15, 2023 at 8:07 PM

Subject: LGBTQ angst in our community/district

To: Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, <dsanchez@beaumontusd.k12.ca.us>, <sdmitchell@beaumontusd.k12.ca.us>, Susan Lara <slara@beaumontusd.k12.ca.us>

Good evening,

I wanted to share with you all an article with a possible solution I came across that may help BOTH our staff and our students when it comes to our schools being placed in the middle of lgbtq students and family.

I know there is so much tension in both directions over the role of school districts in lgbtq matters. However, I think if the school takes an active/caring approach without taking over the parents role, both sides will be somewhat satisfied.

[image: mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg]

UPDATE: Chino Valley Unified board to consider policy to identify transgender students

<https://edsources.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender->

[students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ](https://edsource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ)

edsource.org

https://edsource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ

https://edsource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ

Thanks for all the work and service you all do!
Heather Raley

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<https://www.facebook.com/BeaumontUSD>

https://twitter.com/Beaumont_SD

https://www.instagram.com/beaumont_usd/

<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYkbk8g>

mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg




Date:	Fri 16 Jun 2023 09:41:25 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ angst in our community/district
Size:	127976.0 Kb
Id:	9396483966
Attachment:	mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg

FYI

----- Forwarded message -----

From: Heather Raley <heatherraley21@yahoo.com>
Date: Thu, Jun 15, 2023 at 8:07 PM
Subject: LGBTQ angst in our community/district
To: Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, <dsanchez@beaumontusd.k12.ca.us>, <sdmitchell@beaumontusd.k12.ca.us>, Susan Lara <slara@beaumontusd.k12.ca.us>

Good evening,
I wanted to share with you all an article with a possible solution I came across that may help BOTH our staff and our students when it comes to our schools being placed in the middle of lgbtq students and family.

I know there is so much tension in both directions over the role of school districts in lgbtq matters. However, I think if the school takes an active/caring approach without taking over the parents role, both sides will be somewhat satisfied.


UPDATE: Chino Valley Unified board to consider policy to identify transgender students
https://edsources.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_tlyFErpd1sPcb8mcJVmg-

[IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ](https://www.facebook.com/BeaumontUSD)>

edsourcesource.org

<https://edsourcesource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ>

<https://edsourcesource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ>

Thanks for all the work and service you all do!
Heather Raley

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg



Date:	Fri 16 Jun 2023 09:41:25 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ angst in our community/district
Size:	127976.0 Kb
Id:	9558537906
Attachment:	mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg

FYI

----- Forwarded message -----

From: Heather Raley <heatherraley21@yahoo.com>
Date: Thu, Jun 15, 2023 at 8:07 PM
Subject: LGBTQ angst in our community/district
To: Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, <dsanchez@beaumontusd.k12.ca.us>, <sdmitchell@beaumontusd.k12.ca.us>, Susan Lara <slara@beaumontusd.k12.ca.us>

Good evening,
I wanted to share with you all an article with a possible solution I came across that may help BOTH our staff and our students when it comes to our schools being placed in the middle of lgbtq students and family.

I know there is so much tension in both directions over the role of school districts in lgbtq matters. However, I think if the school takes an active/caring approach without taking over the parents role, both sides will be somewhat satisfied.
[image: mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg]

UPDATE: Chino Valley Unified board to consider policy to identify transgender students
https://edsources.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_tlyFErpd1sPcb8mcJVmg-

[IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ](https://www.facebook.com/BeaumontUSD)>

edsourcesource.org

<https://edsourcesource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ>

<https://edsourcesource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ>

Thanks for all the work and service you all do!
Heather Raley

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg



Date:	Fri 16 Jun 2023 09:41:25 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ angst in our community/district
Size:	127976.0 Kb
Id:	7470883751
Attachment:	mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg

FYI

----- Forwarded message -----

From: Heather Raley <heatherraley21@yahoo.com>
Date: Thu, Jun 15, 2023 at 8:07 PM
Subject: LGBTQ angst in our community/district
To: Ebon Brown <ebrown@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, <dsanchez@beaumontusd.k12.ca.us>, <sdmitchell@beaumontusd.k12.ca.us>, Susan Lara <slara@beaumontusd.k12.ca.us>

Good evening,
I wanted to share with you all an article with a possible solution I came across that may help BOTH our staff and our students when it comes to our schools being placed in the middle of lgbtq students and family.

I know there is so much tension in both directions over the role of school districts in lgbtq matters. However, I think if the school takes an active/caring approach without taking over the parents role, both sides will be somewhat satisfied.
[image: mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg]

UPDATE: Chino Valley Unified board to consider policy to identify transgender students
https://edsources.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_tlyFErpd1sPcb8mcJVmg-

[IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ](https://www.facebook.com/BeaumontUSD)>

edsourcesource.org

<https://edsourcesource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ>

<https://edsourcesource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ>

Thanks for all the work and service you all do!
Heather Raley

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg



Date:	Thu 15 Jun 2023 08:34:14 PM -0700
From:	Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>
To:	Heather Raley <heatherraley21@yahoo.com>
Cc:	
Subject:	Re: LGBTQ angst in our community/district
Size:	240121.0 Kb
Id:	274756837
Attachment:	mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg
Attachment:	mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg

Thank you Heather!

Sincerely,

Melissa Williamson
Beaumont USD Board Member- Clerk

On Thu, Jun 15, 2023, 8:07 PM Heather Raley
<heatherraley21@yahoo.com>
wrote:

> Good evening,
> I wanted to share with you all an article with a possible
solution I came
> across that may help BOTH our staff and our students when it
comes to our
> schools being placed in the middle of lgbtq students and
family.
>
> I know there is so much tension in both directions over the
role of school
> districts in lgbtq matters. However, I think if the school
takes an
> active/caring approach without taking over the parents role,
both sides
> will be somewhat satisfied.
> [image: mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg]
>
> UPDATE: Chino Valley Unified board to consider policy to
identify
> transgender students
>
<https://edsource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_tlyFErpd1sPcb8mcJVmg-IyDTKYIqUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-

[WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ](https://edsourcesource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ)>

> edsourcesource.org

>

<https://edsourcesource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ>

>

>

<https://edsourcesource.org/updates/chino-valley-unified-board-to-consider-policy-to-out-transgender-students?fbclid=IwAR2gD4PPzYf_t1yFErpd1sPcb8mcJVmg-IyDTKYIgUmHsz3NfyZJ7jIRUtc_aem_th_ATovuNX-WD1VtG_kwN7pM0ah0G40Rxr0LbFC_afPSeMNwVPRq9i-oqrHQC7t4a8pPPM&mibextid=Zxz2cZ>

> Thanks for all the work and service you all do!

> Heather Raley

>

>

>

>

mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg



mercedes-mehling-KLKskEi777M-unsplash-1-1024x575.jpg



Date:	Wed 07 Jun 2023 10:57:40 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: What California law requires in teaching about LGBTQ people in public schools - Los Angeles Times
Size:	45319.0 Kb
Id:	5705099447

Oh, thank you!

On Wed, Jun 7, 2023 at 10:54 AM Carol Araujo
<caraujo@beaumontusd.k12.ca.us>
wrote:

>
> What California law requires in teaching about LGBTQ people in
> public
> schools
> [image: Exterior of Thomas Jefferson Elementary School in
> Glendale]
> The exterior of Thomas Jefferson Elementary School in
> Glendale, where a
> third-grade teacher was removed from her teaching position
> after facing
> threats for showing a gay pride video.
>
> (Mel Melcon / Los Angeles Times)
> BY HOWARD BLUME <<https://www.latimes.com/people/howard-blume>>,
> MELISSA GOMEZ <<https://www.latimes.com/people/melissa-gomez>>
> MAY 11, 2022 UPDATED 7:10 PM PT
>
> - Facebook
>
> <[https://www.facebook.com/dialog/share?app_id=134435029966155&di
splay=popup&href=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fst
ory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-
texas-on-inclusive-education](https://www.facebook.com/dialog/share?app_id=134435029966155&display=popup&href=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-texas-on-inclusive-education)>
> - Twitter
>
> <[https://twitter.com/intent/tweet?url=https%3A%2F%2Fwww.latimes.
com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-
opposite-path-of-florida-texas-on-inclusive-
education&text=What%20California%20law%20requires%20in%20teachin
g%20about%20LGBTQ%20people%20in%20public%20schools%20](https://twitter.com/intent/tweet?url=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-texas-on-inclusive-education&text=What%20California%20law%20requires%20in%20teachin%20g%20about%20LGBTQ%20people%20in%20public%20schools%20)>
> - Show more sharing options
>

<https://www.latimes.com/california/story/2022-05-11/california-takes-opposite-path-of-florida-texas-on-inclusive-education#>>

>

> Gay pride videos shown in a Glendale third-grade classroom have added an intense local chapter to a national debate over how and when lessons on gender identity and sexual orientation should be broached in public schools.

>

> The episode unfolded with the disclosure that a teacher at Jefferson Elementary had shown her students gay pride videos and had asked for the district's help in assessing which of four specific videos would be appropriate for classroom use. The teacher's lessons and her inquiry happened nearly a year ago, but they surfaced last month with the online posting of an email exchange between the teacher, Tammy Tiber, and a district curriculum advisor.

>

> The fallout <https://www.latimes.com/california/story/2022-05-11/glendale-unified-schools-lgbtq-curriculum> has included both reasoned and calm debate, as well as shouting, jeering and even threats against Tiber, a teacher with 34 years of experience. The district transferred Tiber from the classroom to an online teaching position out of concern for her safety, officials said, adding that the transfer was not punitive.

>

> At recent Glendale Unified School District board meetings, some parents and activists have asserted a right to parental control over education, particularly when it relates to topics they consider sensitive.

>

> Here's what California law and education policies say about such issues.

>
> What does California require on LGBTQ education?
>
> California law requires students learn and be provided instructional
> materials that explain the “
>
> <https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201120120SB48&showamends=false>role
> and contributions”
>
> <https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201120120SB48&showamends=false> of
> among others, “lesbian, gay, bisexual, and transgender
Americans.”
>
> How this is accomplished is left to local school systems and
teachers,
> said Maria Clayton, a spokesperson for the department. The
state-approved
> social science framework
>
> <<https://www.cde.ca.gov/ci/hs/cf/documents/hssfchapter20.pdf>>no
tes that
> teachers should use “age-appropriate” materials to discuss and
teach about
> the “the diversity of humankind.”
>
> Recommended resources
> <<https://www.cde.ca.gov/ci/hs/cf/documents/hssfchapter20.pdf>>
include
> materials from the Gay, Lesbian and Straight Education
Network.
>
> How early are California students supposed to learn about
issues related
> to gender expression and identity?
>
> Much of this is left to local discretion. But state guidelines
note that
> second-graders
> <<https://www.cde.ca.gov/ci/hs/cf/documents/hssfchapter5.pdf>>,
by
> studying the stories of “a diverse collection of families,”
including those
> “with lesbian, gay, bisexual, or transgender parents and their

children ...

> can both locate themselves and their own families in history and learn

> about the lives and historical struggles of their peers.”

>

> The organization GLAAD, which is recommended

> <<https://www.cde.ca.gov/ls/he/se/resources.asp>> on a state education

> department resource page, offers an explanation of the common terminology

> used to define the community.

>

> “We use the acronym LGBT

> <<https://www.glaad.org/how-sexual-orientation-different-gender-identity>> to

> describe the lesbian, gay, bisexual, and transgender community,” according

> to GLAAD. “The first three letters (LGB) refer to sexual orientation. The

> ‘T’ refers to issues of gender identity.

>

> “Gender identity is your own, internal, personal sense of being a man or a

> woman,” the explanation continues. “Sexual orientation describes a person’s

> enduring physical, romantic, and/or emotional attraction to another person

> (for example: straight, gay, lesbian, bisexual). Transgender people may be

> straight, lesbian, gay or bisexual.”

>

> For younger children, an appropriate message could be more basic, said

> Bacardi Jackson, interim deputy legal director for children’s rights for

> the Southern Poverty Law Center.

>

> “Even the mere inclusion of images of different kinds of families is one

> way to broach and engage that subject,” Jackson said. “Lessons that just

> showed families that look different kinds of ways. Or asking children: Who

> might be missing from some common narratives? Who’s not represented in some

> of our common media? Those would be age-appropriate ways to

have

> discussions. Difference in and of itself is not something that needs to

> come under some value judgment. We can appreciate difference.”

>

> How much leeway do parents have in pulling their children out of lessons

> on gender identity?

>

> Parents or guardians can opt out of lessons about comprehensive sexual

> health and HIV prevention education but not out of instruction

>

> <https://www.cde.ca.gov/ci/he/cf/cahealthfaq.asp#:~:text=School%20districts%20are%20required%20to,not%20participate%20in%20the%20instruction.> that references

> gender, gender identity or sexual orientation.

>

> For example, parents could not pull children from a social studies lesson

> on the U.S. Supreme Court’s 2015 ruling

> <https://www.latimes.com/nation/la-na-supreme-court-gay-marriage-decision-20150626-story.html> in

> favor of same-sex marriage.

>

> If a parent decided to keep the child out of school when such a lesson is

> taught, it would likely be recorded as an unexcused absence.

>

> Did the third-grade Glendale teacher and the school abide by state

> guidelines?

>

> No evidence has emerged that the Glendale teacher, Tammy Tiber, violated

> local or state guidelines in her class at Jefferson Elementary. A district

> curriculum advisor gave an unqualified endorsement of three short videos

> Tiber asked about. The advisor had reservations about a fourth video but

> did not forbid Tiber from showing it.

>

> In a statement, Glendale Supt. Vivian Ekchian noted that “we are very

> intentional” in selecting curriculum that is aligned to state

requirements,
> with the goal of providing “an inclusive and respectful
representation of
> the rich diversity in our community.”
>
> How do Learning for Justice materials from the Southern
Poverty Law Center
> figure into this debate?
>
> Tiber, on behalf of the school system, was piloting widely
used materials
> created by Southern Poverty Law Center. These materials were
developed
> decades ago – and have evolved over time – by the nonprofit
group to combat
> racism and white supremacy.
>
> The Learning for Justice
<<https://www.learningforjustice.org/>>materials
> used in Glendale do not include the gay pride videos, but the
entirety of
> the lessons offered by the organization are meant to promote
diversity and
> inclusion, including empathy for students who don’t conform to
gender norms.
>
> “This notion of rendering things invisible – we know is not a
solution,”
> said Jackson of Southern Poverty Law Center. “So we can’t
pretend that
> topics don’t exist. We can’t pretend that people don’t exist.
And so to set
> up a scenario where some children can come in and talk about
their
> identities or their families, and other children are excluded
from those
> exercises, is deeply harmful.”
>
> How do California education policies compare with those of
other states?
>
> California’s policies are generally in step with states that
have more
> liberal leadership, such as New York
> <<http://www.nysed.gov/Press/Transgender-and-Gender-Nonconforming-Students-Guidance-Document>>.

> But more conservative states – including Texas
> <<https://www.texastribune.org/2022/04/04/texas-dont-say-gay-dan-patrick/>>
> and Louisiana
> <<https://lailluminator.com/briefs/louisiana-house-revives-dont-say-gay-bill-with-rare-procedural-move/>> –
> have been mulling or putting limits on teaching about gender identity.
>
> A new Florida law
> <<https://www.latimes.com/politics/story/2022-03-28/dont-say-gay-bill-signed-by-florida-gov-ron-desantis>> –
> which critics call the “Don’t Say Gay” bill, saying it marginalizes LGBTQ
> people
>
> <<https://www.latimes.com/california/story/2022-04-26/anti-lgbtq-legislation-texas-florida-troubles-queer-trans-la-residents>> –
> forbids classroom instruction on sexual orientation and gender identity in
> kindergarten through third grade. At least five other states have similar
> legislation approved or in the works
> <<https://www.washingtonpost.com/politics/2022/04/01/what-is-florida-dont-say-gay-bill/>>.
> And at least 19 states have restricted
>
> <<https://www.latimes.com/california/story/2022-04-26/anti-lgbtq-legislation-texas-florida-troubles-queer-trans-la-residents>>
> or are poised
> <<https://williamsinstitute.law.ucla.edu/publications/bans-trans-youth-health-care/>> to
> restrict children’s access to gender-affirming care when it conflicts with
> the individual’s biological gender at birth.
>
> Do parents or the public have an opportunity to participate in decisions
> over what’s being taught?
>
> School districts and the state typically have a lengthy public process,
> including hearings and a comment period, before education officials approve
> curricular materials. But the hearings and textbook reviews rarely attract

> much attention.
>
> Glendale officials noted that there's also a process for
complaining about
> a lesson. Parents should first bring up the issue with the
teacher; they
> can then turn to the principal and finally, if needed, can
file a formal
> complaint with senior district staff.
>
>
> On Wed, Jun 7, 2023 at 10:33 AM Francinni Zabata <
> fzabata@beaumontusd.k12.ca.us> wrote:
>
>>
>> Francinni Zabata
>>
>> Communications Officer
>> Beaumont Unified School District
>> D: (951) 797-5325
>> C: (509) 432-9184
>> fzabata@beaumontusd.k12.ca.us
>> www.beaumontusd.us
>>
>> *Statement of Confidentiality:* The contents of this e-mail
message and
>> any attachments are intended solely for the addressee. The
information may
>> also be confidential and/or legally privileged. This
transmission is sent
>> for the sole purpose of delivery to the intended recipient.
If you have
>> received this transmission in error, any use, reproduction,
or
>> dissemination of this transmission is strictly prohibited. If
you are not
>> the intended recipient, please immediately notify the sender
by
>> reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us
and delete
>> this message and its attachments, if any. E-mail is covered
by the
>> Electronic Communications Privacy Act, 18 USC SS 2510-2521
and is legally
>> protected.
>>

>>
>>
>>
>> ----- Forwarded message -----
>> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
>> Date: Wed, Jun 7, 2023 at 10:29 AM
>> Subject: What California law requires in teaching about LGBTQ
people in
>> public schools - Los Angeles Times
>> To: <fzabata@beaumontusd.k12.ca.us>
>>
>>
>> What California law requires in teaching about LGBTQ people
in public
>> schools - Los Angeles Times
>>
>>
>>
>>
<https://www.latimes.com/california/story/2022-05-11/california-takes-opposite-path-of-florida-texas-on-inclusive-education>
>>
> --
Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this

message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Date:	Wed 07 Jun 2023 10:57:40 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: What California law requires in teaching about LGBTQ people in public schools - Los Angeles Times
Size:	45319.0 Kb
Id:	9381546736

Oh, thank you!

On Wed, Jun 7, 2023 at 10:54 AM Carol Araujo
<caraujo@beaumontusd.k12.ca.us>
wrote:

>
> What California law requires in teaching about LGBTQ people in
> public
> schools
> [image: Exterior of Thomas Jefferson Elementary School in
> Glendale]
> The exterior of Thomas Jefferson Elementary School in
> Glendale, where a
> third-grade teacher was removed from her teaching position
> after facing
> threats for showing a gay pride video.
>
> (Mel Melcon / Los Angeles Times)
> BY HOWARD BLUME <<https://www.latimes.com/people/howard-blume>>,
> MELISSA GOMEZ <<https://www.latimes.com/people/melissa-gomez>>
> MAY 11, 2022 UPDATED 7:10 PM PT
>
> - Facebook
>
> <[https://www.facebook.com/dialog/share?app_id=134435029966155&di
splay=popup&href=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fst
ory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-
texas-on-inclusive-education](https://www.facebook.com/dialog/share?app_id=134435029966155&display=popup&href=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-texas-on-inclusive-education)>
> - Twitter
>
> <[https://twitter.com/intent/tweet?url=https%3A%2F%2Fwww.latimes.
com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-
opposite-path-of-florida-texas-on-inclusive-
education&text=What%20California%20law%20requires%20in%20teachin
g%20about%20LGBTQ%20people%20in%20public%20schools%20](https://twitter.com/intent/tweet?url=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-texas-on-inclusive-education&text=What%20California%20law%20requires%20in%20teachin%20g%20about%20LGBTQ%20people%20in%20public%20schools%20)>
> - Show more sharing options

>
> <https://www.latimes.com/california/story/2022-05-11/california-takes-opposite-path-of-florida-texas-on-inclusive-education#>>
>
> Gay pride videos shown in a Glendale third-grade classroom have added an
> intense local chapter to a national debate over how and when lessons on
> gender identity and sexual orientation should be broached in public schools.
>
> The episode unfolded with the disclosure that a teacher at Jefferson
> Elementary had shown her students gay pride videos and had asked for the
> district's help in assessing which of four specific videos would be
> appropriate for classroom use. The teacher's lessons and her inquiry
> happened nearly a year ago, but they surfaced last month with the online
> posting of an email exchange between the teacher, Tammy Tiber, and a
> district curriculum advisor.
>
> The fallout
> <https://www.latimes.com/california/story/2022-05-11/glendale-unified-schools-lgbtq-curriculum> has
> included both reasoned and calm debate, as well as shouting, jeering and
> even threats against Tiber, a teacher with 34 years of experience. The
> district transferred Tiber from the classroom to an online teaching
> position out of concern for her safety, officials said, adding that the
> transfer was not punitive.
>
> At recent Glendale Unified School District board meetings, some parents
> and activists have asserted a right to parental control over education,
> particularly when it relates to topics they consider sensitive.
>
> Here's what California law and education policies say about

such issues.

>

> What does California require on LGBTQ education?

>

> California law requires students learn and be provided instructional

> materials that explain the “

>

> https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201120120SB48&showamends=false role

> and contributions”

>

> https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201120120SB48&showamends=false of

> among others, “lesbian, gay, bisexual, and transgender Americans.”

>

> How this is accomplished is left to local school systems and teachers,

> said Maria Clayton, a spokesperson for the department. The state-approved

> social science framework

>

> <https://www.cde.ca.gov/ci/hs/cf/documents/hssfchapter20.pdf> notes that

> teachers should use “age-appropriate” materials to discuss and teach about

> the “the diversity of humankind.”

>

> Recommended resources

> <https://www.cde.ca.gov/ci/hs/cf/documents/hssfchapter20.pdf> include

> materials from the Gay, Lesbian and Straight Education Network.

>

> How early are California students supposed to learn about issues related

> to gender expression and identity?

>

> Much of this is left to local discretion. But state guidelines note that

> second-graders

> <https://www.cde.ca.gov/ci/hs/cf/documents/hssfchapter5.pdf>, by

> studying the stories of “a diverse collection of families,” including those

> “with lesbian, gay, bisexual, or transgender parents and their children ...
> can both locate themselves and their own families in history and learn
> about the lives and historical struggles of their peers.”
>
> The organization GLAAD, which is recommended
> <<https://www.cde.ca.gov/ls/he/se/resources.asp>> on a state education
> department resource page, offers an explanation of the common terminology
> used to define the community.
>
> “We use the acronym LGBT
> <<https://www.glaad.org/how-sexual-orientation-different-gender-identity>> to
> describe the lesbian, gay, bisexual, and transgender community,” according
> to GLAAD. “The first three letters (LGB) refer to sexual orientation. The
> ‘T’ refers to issues of gender identity.
>
> “Gender identity is your own, internal, personal sense of being a man or a
> woman,” the explanation continues. “Sexual orientation describes a person’s
> enduring physical, romantic, and/or emotional attraction to another person
> (for example: straight, gay, lesbian, bisexual). Transgender people may be
> straight, lesbian, gay or bisexual.”
>
> For younger children, an appropriate message could be more basic, said
> Bacardi Jackson, interim deputy legal director for children’s rights for
> the Southern Poverty Law Center.
>
> “Even the mere inclusion of images of different kinds of families is one
> way to broach and engage that subject,” Jackson said. “Lessons that just
> showed families that look different kinds of ways. Or asking children: Who
> might be missing from some common narratives? Who’s not represented in some

> of our common media? Those would be age-appropriate ways to have
> discussions. Difference in and of itself is not something that needs to
> come under some value judgment. We can appreciate difference.”
>
> How much leeway do parents have in pulling their children out of lessons
> on gender identity?
>
> Parents or guardians can opt out of lessons about comprehensive sexual
> health and HIV prevention education but not out of instruction
>
> <https://www.cde.ca.gov/ci/he/cf/cahealthfaq.asp#:~:text=School%20districts%20are%20required%20to,not%20participate%20in%20the%20instruction.>> that references
> gender, gender identity or sexual orientation.
>
> For example, parents could not pull children from a social studies lesson
> on the U.S. Supreme Court’s 2015 ruling
> <https://www.latimes.com/nation/la-na-supreme-court-gay-marriage-decision-20150626-story.html>> in
> favor of same-sex marriage.
>
> If a parent decided to keep the child out of school when such a lesson is
> taught, it would likely be recorded as an unexcused absence.
>
> Did the third-grade Glendale teacher and the school abide by state
> guidelines?
>
> No evidence has emerged that the Glendale teacher, Tammy Tiber, violated
> local or state guidelines in her class at Jefferson Elementary. A district
> curriculum advisor gave an unqualified endorsement of three short videos
> Tiber asked about. The advisor had reservations about a fourth video but
> did not forbid Tiber from showing it.
>
> In a statement, Glendale Supt. Vivian Ekchian noted that “we are very

> intentional” in selecting curriculum that is aligned to state requirements,
> with the goal of providing “an inclusive and respectful representation of
> the rich diversity in our community.”
>
> How do Learning for Justice materials from the Southern Poverty Law Center
> figure into this debate?
>
> Tiber, on behalf of the school system, was piloting widely used materials
> created by Southern Poverty Law Center. These materials were developed
> decades ago – and have evolved over time – by the nonprofit group to combat
> racism and white supremacy.
>
> The Learning for Justice
> <https://www.learningforjustice.org/materials>
> used in Glendale do not include the gay pride videos, but the entirety of
> the lessons offered by the organization are meant to promote diversity and
> inclusion, including empathy for students who don’t conform to gender norms.
>
> “This notion of rendering things invisible – we know is not a solution,”
> said Jackson of Southern Poverty Law Center. “So we can’t pretend that
> topics don’t exist. We can’t pretend that people don’t exist. And so to set
> up a scenario where some children can come in and talk about their
> identities or their families, and other children are excluded from those
> exercises, is deeply harmful.”
>
> How do California education policies compare with those of other states?
>
> California’s policies are generally in step with states that have more
> liberal leadership, such as New York
> <http://www.nysed.gov/Press/Transgender-and-Gender->

[Nonconforming-Students-Guidance-Document>.](#)

- > But more conservative states – including Texas
- > <<https://www.texastribune.org/2022/04/04/texas-dont-say-gay-dan-patrick/>>
- > and Louisiana
- > <<https://lailluminator.com/briefs/louisiana-house-revives-dont-say-gay-bill-with-rare-procedural-move/>> –
- > have been mulling or putting limits on teaching about gender identity.
- >
- > A new Florida law
- > <<https://www.latimes.com/politics/story/2022-03-28/dont-say-gay-bill-signed-by-florida-gov-ron-desantis>> –
- > which critics call the “Don’t Say Gay” bill, saying it marginalizes LGBTQ
- > people
- >
- > <<https://www.latimes.com/california/story/2022-04-26/anti-lgbtq-legislation-texas-florida-troubles-queer-trans-la-residents>> –
- > forbids classroom instruction on sexual orientation and gender identity in
- > kindergarten through third grade. At least five other states have similar
- > legislation approved or in the works
- > <<https://www.washingtonpost.com/politics/2022/04/01/what-is-florida-dont-say-gay-bill/>>.
- > And at least 19 states have restricted
- >
- > <<https://www.latimes.com/california/story/2022-04-26/anti-lgbtq-legislation-texas-florida-troubles-queer-trans-la-residents>>
- > or are poised
- > <<https://williamsinstitute.law.ucla.edu/publications/bans-trans-youth-health-care/>> to
- > restrict children’s access to gender-affirming care when it conflicts with
- > the individual’s biological gender at birth.
- >
- > Do parents or the public have an opportunity to participate in decisions
- > over what’s being taught?
- >
- > School districts and the state typically have a lengthy public process,
- > including hearings and a comment period, before education officials approve
- > curricular materials. But the hearings and textbook reviews

rarely attract
> much attention.
>
> Glendale officials noted that there's also a process for
complaining about
> a lesson. Parents should first bring up the issue with the
teacher; they
> can then turn to the principal and finally, if needed, can
file a formal
> complaint with senior district staff.
>
>
> On Wed, Jun 7, 2023 at 10:33 AM Francinni Zabata <
> fzabata@beaumontusd.k12.ca.us> wrote:
>
>>
>> Francinni Zabata
>>
>> Communications Officer
>> Beaumont Unified School District
>> D: (951) 797-5325
>> C: (509) 432-9184
>> fzabata@beaumontusd.k12.ca.us
>> www.beaumontusd.us
>>
>> *Statement of Confidentiality:* The contents of this e-mail
message and
>> any attachments are intended solely for the addressee. The
information may
>> also be confidential and/or legally privileged. This
transmission is sent
>> for the sole purpose of delivery to the intended recipient.
If you have
>> received this transmission in error, any use, reproduction,
or
>> dissemination of this transmission is strictly prohibited. If
you are not
>> the intended recipient, please immediately notify the sender
by
>> reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us
and delete
>> this message and its attachments, if any. E-mail is covered
by the
>> Electronic Communications Privacy Act, 18 USC SS 2510-2521
and is legally
>> protected.

>>
>>
>>
>>
>> ----- Forwarded message -----
>> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
>> Date: Wed, Jun 7, 2023 at 10:29 AM
>> Subject: What California law requires in teaching about LGBTQ
people in
>> public schools - Los Angeles Times
>> To: <fzabata@beaumontusd.k12.ca.us>
>>
>>
>> What California law requires in teaching about LGBTQ people
in public
>> schools - Los Angeles Times
>>
>>
>>
>>
<https://www.latimes.com/california/story/2022-05-11/california-takes-opposite-path-of-florida-texas-on-inclusive-education>
>>
> --
Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and

delete this
message and its attachments, if any. E-mail is covered by the
Electronic
Communications Privacy Act, 18 USC SS 2510-2521 and is legally
protected.

Date:	Wed 07 Jun 2023 10:54:13 AM -0700
From:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: What California law requires in teaching about LGBTQ people in public schools - Los Angeles Times
Size:	40722.0 Kb
Id:	9379430068

What California law requires in teaching about LGBTQ people in public schools

[image: Exterior of Thomas Jefferson Elementary School in Glendale]

The exterior of Thomas Jefferson Elementary School in Glendale, where a third-grade teacher was removed from her teaching position after facing threats for showing a gay pride video.

(Mel Melcon / Los Angeles Times)

BY HOWARD BLUME <<https://www.latimes.com/people/howard-blume>> ,

MELISSA GOMEZ <<https://www.latimes.com/people/melissa-gomez>>

MAY 11, 2022 UPDATED 7:10 PM PT

- Facebook

<https://www.facebook.com/dialog/share?app_id=134435029966155&display=popup&href=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-texas-on-inclusive-education>

- Twitter

<<https://twitter.com/intent/tweet?url=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-texas-on-inclusive-education&text=What%20California%20law%20requires%20in%20teaching%20about%20LGBTQ%20people%20in%20public%20schools%20>>

- Show more sharing options

<<https://www.latimes.com/california/story/2022-05-11/california-takes-opposite-path-of-florida-texas-on-inclusive-education#>>

Gay pride videos shown in a Glendale third-grade classroom have added an intense local chapter to a national debate over how and when

lessons on gender identity and sexual orientation should be broached in public schools.

The episode unfolded with the disclosure that a teacher at Jefferson Elementary had shown her students gay pride videos and had asked for the district's help in assessing which of four specific videos would be appropriate for classroom use. The teacher's lessons and her inquiry happened nearly a year ago, but they surfaced last month with the online posting of an email exchange between the teacher, Tammy Tiber, and a district curriculum advisor.

The fallout <https://www.latimes.com/california/story/2022-05-11/glendale-unified-schools-lgbtq-curriculum> has included both reasoned and calm debate, as well as shouting, jeering and even threats against Tiber, a teacher with 34 years of experience. The district transferred Tiber from the classroom to an online teaching position out of concern for her safety, officials said, adding that the transfer was not punitive.

At recent Glendale Unified School District board meetings, some parents and activists have asserted a right to parental control over education, particularly when it relates to topics they consider sensitive.

Here's what California law and education policies say about such issues.

What does California require on LGBTQ education?

California law requires students learn and be provided instructional materials that explain the “

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201120120SB48&showamends=falserole

and contributions”

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201120120SB48&showamends=false

of

among others, “lesbian, gay, bisexual, and transgender Americans.”

How this is accomplished is left to local school systems and teachers, said

Maria Clayton, a spokesperson for the department. The state-approved social science framework

<https://www.cde.ca.gov/ci/hs/cf/documents/hssfwchapter20.pdf>notes that

teachers should use “age-appropriate” materials to discuss and teach about

the “the diversity of humankind.”

Recommended resources

<https://www.cde.ca.gov/ci/hs/cf/documents/hssfwchapter20.pdf>include

materials from the Gay, Lesbian and Straight Education Network.

How early are California students supposed to learn about issues related to

gender expression and identity?

Much of this is left to local discretion. But state guidelines note that

second-graders

<https://www.cde.ca.gov/ci/hs/cf/documents/hssfwchapter5.pdf>, by studying the stories of “a diverse collection of families,”

including

those “with lesbian, gay, bisexual, or transgender parents and their

children ... can both locate themselves and their own families in history

and learn about the lives and historical struggles of their peers.”

The organization GLAAD, which is recommended

<https://www.cde.ca.gov/ls/he/se/resources.asp> on a state education

department resource page, offers an explanation of the common

terminology
used to define the community.

“We use the acronym LGBT
<<https://www.glaad.org/how-sexual-orientation-different-gender-identity>> to
describe the lesbian, gay, bisexual, and transgender community,”
according
to GLAAD. “The first three letters (LGB) refer to sexual
orientation. The
‘T’ refers to issues of gender identity.

“Gender identity is your own, internal, personal sense of being
a man or a
woman,” the explanation continues. “Sexual orientation describes
a person’s
enduring physical, romantic, and/or emotional attraction to
another person
(for example: straight, gay, lesbian, bisexual). Transgender
people may be
straight, lesbian, gay or bisexual.”

For younger children, an appropriate message could be more
basic, said
Bacardi Jackson, interim deputy legal director for children’s
rights for
the Southern Poverty Law Center.

“Even the mere inclusion of images of different kinds of
families is one
way to broach and engage that subject,” Jackson said. “Lessons
that just
showed families that look different kinds of ways. Or asking
children: Who
might be missing from some common narratives? Who’s not
represented in some
of our common media? Those would be age-appropriate ways to have
discussions. Difference in and of itself is not something that
needs to
come under some value judgment. We can appreciate difference.”

How much leeway do parents have in pulling their children out of
lessons on
gender identity?

Parents or guardians can opt out of lessons about comprehensive

sexual health and HIV prevention education but not out of instruction
<[For example, parents could not pull children from a social studies lesson on the U.S. Supreme Court's 2015 ruling
<<https://www.latimes.com/nation/la-na-supreme-court-gay-marriage-decision-20150626-story.html>>
in favor of same-sex marriage.](https://www.cde.ca.gov/ci/he/cf/cahealthfaq.asp#:~:text=School%20districts%20are%20required%20to,not%20participate%20in%20the%20instruction.>
that references gender, gender identity or sexual orientation.</p></div><div data-bbox=)

If a parent decided to keep the child out of school when such a lesson is taught, it would likely be recorded as an unexcused absence.

Did the third-grade Glendale teacher and the school abide by state guidelines?

No evidence has emerged that the Glendale teacher, Tammy Tiber, violated local or state guidelines in her class at Jefferson Elementary. A district curriculum advisor gave an unqualified endorsement of three short videos Tiber asked about. The advisor had reservations about a fourth video but did not forbid Tiber from showing it.

In a statement, Glendale Supt. Vivian Ekchian noted that "we are very intentional" in selecting curriculum that is aligned to state requirements, with the goal of providing "an inclusive and respectful representation of the rich diversity in our community."

How do Learning for Justice materials from the Southern Poverty Law Center figure into this debate?

Tiber, on behalf of the school system, was piloting widely used materials created by Southern Poverty Law Center. These materials were developed decades ago – and have evolved over time – by the nonprofit group to combat racism and white supremacy.

The Learning for Justice [materials](https://www.learningforjustice.org/) used in Glendale do not include the gay pride videos, but the entirety of the lessons offered by the organization are meant to promote diversity and inclusion, including empathy for students who don't conform to gender norms.

“This notion of rendering things invisible – we know is not a solution,” said Jackson of Southern Poverty Law Center. “So we can't pretend that topics don't exist. We can't pretend that people don't exist. And so to set up a scenario where some children can come in and talk about their identities or their families, and other children are excluded from those exercises, is deeply harmful.”

How do California education policies compare with those of other states?

California's policies are generally in step with states that have more liberal leadership, such as New York <http://www.nysed.gov/Press/Transgender-and-Gender-Nonconforming-Students-Guidance-Document>. But more conservative states – including Texas <https://www.texastribune.org/2022/04/04/texas-dont-say-gay-dan-patrick/> and Louisiana <https://lailuminator.com/briefs/louisiana-house-revives-dont-say-gay-bill-with-rare-procedural-move/>

–
have been mulling or putting limits on teaching about gender identity.

A new Florida law

<https://www.latimes.com/politics/story/2022-03-28/dont-say-gay-bill-signed-by-florida-gov-ron-desantis>

–

which critics call the “Don’t Say Gay” bill, saying it marginalizes LGBTQ people

<https://www.latimes.com/california/story/2022-04-26/anti-lgbtq-legislation-texas-florida-troubles-queer-trans-la-residents>

–

forbids classroom instruction on sexual orientation and gender identity in kindergarten through third grade. At least five other states have similar

legislation approved or in the works

<https://www.washingtonpost.com/politics/2022/04/01/what-is-florida-dont-say-gay-bill/>.

And at least 19 states have restricted

<https://www.latimes.com/california/story/2022-04-26/anti-lgbtq-legislation-texas-florida-troubles-queer-trans-la-residents>

or are poised

<https://williamsinstitute.law.ucla.edu/publications/bans-trans-youth-health-care/>

to

restrict children’s access to gender-affirming care when it conflicts with the individual’s biological gender at birth.

Do parents or the public have an opportunity to participate in decisions over what’s being taught?

School districts and the state typically have a lengthy public process, including hearings and a comment period, before education officials approve curricular materials. But the hearings and textbook reviews rarely attract much attention.

Glendale officials noted that there’s also a process for complaining about a lesson. Parents should first bring up the issue with the teacher; they can then turn to the principal and finally, if needed, can file

a formal
complaint with senior district staff.

On Wed, Jun 7, 2023 at 10:33 AM Francinni Zabata <
fzabata@beaumontusd.k12.ca.us> wrote:

>
> Francinni Zabata
>
> Communications Officer
> Beaumont Unified School District
> D: (951) 797-5325
> C: (509) 432-9184
> fzabata@beaumontusd.k12.ca.us
> www.beaumontusd.us
>
> *Statement of Confidentiality:* The contents of this e-mail
message and
> any attachments are intended solely for the addressee. The
information may
> also be confidential and/or legally privileged. This
transmission is sent
> for the sole purpose of delivery to the intended recipient. If
you have
> received this transmission in error, any use, reproduction, or
> dissemination of this transmission is strictly prohibited. If
you are not
> the intended recipient, please immediately notify the sender
by
> reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and
delete
> this message and its attachments, if any. E-mail is covered by
the
> Electronic Communications Privacy Act, 18 USC SS 2510-2521 and
is legally
> protected.

>
>
>
>
> ----- Forwarded message -----
> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
> Date: Wed, Jun 7, 2023 at 10:29 AM
> Subject: What California law requires in teaching about LGBTQ
people in

> public schools - Los Angeles Times
> To: <fzabata@beaumontusd.k12.ca.us>
>
>
> What California law requires in teaching about LGBTQ people in
public
> schools - Los Angeles Times
>
>
>
>
<https://www.latimes.com/california/story/2022-05-11/california-takes-opposite-path-of-florida-texas-on-inclusive-education>
>

Date:	Wed 07 Jun 2023 10:54:13 AM -0700
From:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: What California law requires in teaching about LGBTQ people in public schools - Los Angeles Times
Size:	40722.0 Kb
Id:	5704643707

What California law requires in teaching about LGBTQ people in public schools

[image: Exterior of Thomas Jefferson Elementary School in Glendale]

The exterior of Thomas Jefferson Elementary School in Glendale, where a third-grade teacher was removed from her teaching position after facing threats for showing a gay pride video.

(Mel Melcon / Los Angeles Times)

BY HOWARD BLUME <<https://www.latimes.com/people/howard-blume>> ,

MELISSA GOMEZ <<https://www.latimes.com/people/melissa-gomez>>

MAY 11, 2022 UPDATED 7:10 PM PT

- Facebook

<https://www.facebook.com/dialog/share?app_id=134435029966155&display=popup&href=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-texas-on-inclusive-education>

- Twitter

<<https://twitter.com/intent/tweet?url=https%3A%2F%2Fwww.latimes.com%2Fcalifornia%2Fstory%2F2022-05-11%2Fcalifornia-takes-opposite-path-of-florida-texas-on-inclusive-education&text=What%20California%20law%20requires%20in%20teaching%20about%20LGBTQ%20people%20in%20public%20schools%20>>

- Show more sharing options

<<https://www.latimes.com/california/story/2022-05-11/california-takes-opposite-path-of-florida-texas-on-inclusive-education#>>

Gay pride videos shown in a Glendale third-grade classroom have added an intense local chapter to a national debate over how and when

lessons on gender identity and sexual orientation should be broached in public schools.

The episode unfolded with the disclosure that a teacher at Jefferson Elementary had shown her students gay pride videos and had asked for the district's help in assessing which of four specific videos would be appropriate for classroom use. The teacher's lessons and her inquiry happened nearly a year ago, but they surfaced last month with the online posting of an email exchange between the teacher, Tammy Tiber, and a district curriculum advisor.

The fallout <https://www.latimes.com/california/story/2022-05-11/glendale-unified-schools-lgbtq-curriculum> has included both reasoned and calm debate, as well as shouting, jeering and even threats against Tiber, a teacher with 34 years of experience. The district transferred Tiber from the classroom to an online teaching position out of concern for her safety, officials said, adding that the transfer was not punitive.

At recent Glendale Unified School District board meetings, some parents and activists have asserted a right to parental control over education, particularly when it relates to topics they consider sensitive.

Here's what California law and education policies say about such issues.

What does California require on LGBTQ education?

California law requires students learn and be provided instructional materials that explain the “

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201120120SB48&showamends=falserole

and contributions”

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201120120SB48&showamends=false

of

among others, “lesbian, gay, bisexual, and transgender Americans.”

How this is accomplished is left to local school systems and teachers, said

Maria Clayton, a spokesperson for the department. The state-approved social science framework

<https://www.cde.ca.gov/ci/hs/cf/documents/hssfwchapter20.pdf>notes that

teachers should use “age-appropriate” materials to discuss and teach about

the “the diversity of humankind.”

Recommended resources

<https://www.cde.ca.gov/ci/hs/cf/documents/hssfwchapter20.pdf>include

materials from the Gay, Lesbian and Straight Education Network.

How early are California students supposed to learn about issues related to

gender expression and identity?

Much of this is left to local discretion. But state guidelines note that

second-graders

<https://www.cde.ca.gov/ci/hs/cf/documents/hssfwchapter5.pdf>, by studying the stories of “a diverse collection of families,”

including

those “with lesbian, gay, bisexual, or transgender parents and their

children ... can both locate themselves and their own families in history

and learn about the lives and historical struggles of their peers.”

The organization GLAAD, which is recommended

<https://www.cde.ca.gov/ls/he/se/resources.asp> on a state education

department resource page, offers an explanation of the common

terminology
used to define the community.

“We use the acronym LGBT
<<https://www.glaad.org/how-sexual-orientation-different-gender-identity>> to
describe the lesbian, gay, bisexual, and transgender community,”
according
to GLAAD. “The first three letters (LGB) refer to sexual
orientation. The
‘T’ refers to issues of gender identity.

“Gender identity is your own, internal, personal sense of being
a man or a
woman,” the explanation continues. “Sexual orientation describes
a person’s
enduring physical, romantic, and/or emotional attraction to
another person
(for example: straight, gay, lesbian, bisexual). Transgender
people may be
straight, lesbian, gay or bisexual.”

For younger children, an appropriate message could be more
basic, said
Bacardi Jackson, interim deputy legal director for children’s
rights for
the Southern Poverty Law Center.

“Even the mere inclusion of images of different kinds of
families is one
way to broach and engage that subject,” Jackson said. “Lessons
that just
showed families that look different kinds of ways. Or asking
children: Who
might be missing from some common narratives? Who’s not
represented in some
of our common media? Those would be age-appropriate ways to have
discussions. Difference in and of itself is not something that
needs to
come under some value judgment. We can appreciate difference.”

How much leeway do parents have in pulling their children out of
lessons on
gender identity?

Parents or guardians can opt out of lessons about comprehensive

sexual health and HIV prevention education but not out of instruction
<[For example, parents could not pull children from a social studies lesson on the U.S. Supreme Court's 2015 ruling
<<https://www.latimes.com/nation/la-na-supreme-court-gay-marriage-decision-20150626-story.html>>
in favor of same-sex marriage.](https://www.cde.ca.gov/ci/he/cf/cahealthfaq.asp#:~:text=School%20districts%20are%20required%20to,not%20participate%20in%20the%20instruction.>
that references gender, gender identity or sexual orientation.</p></div><div data-bbox=)

If a parent decided to keep the child out of school when such a lesson is taught, it would likely be recorded as an unexcused absence.

Did the third-grade Glendale teacher and the school abide by state guidelines?

No evidence has emerged that the Glendale teacher, Tammy Tiber, violated local or state guidelines in her class at Jefferson Elementary. A district curriculum advisor gave an unqualified endorsement of three short videos Tiber asked about. The advisor had reservations about a fourth video but did not forbid Tiber from showing it.

In a statement, Glendale Supt. Vivian Ekchian noted that "we are very intentional" in selecting curriculum that is aligned to state requirements, with the goal of providing "an inclusive and respectful representation of the rich diversity in our community."

How do Learning for Justice materials from the Southern Poverty Law Center figure into this debate?

Tiber, on behalf of the school system, was piloting widely used materials created by Southern Poverty Law Center. These materials were developed decades ago – and have evolved over time – by the nonprofit group to combat racism and white supremacy.

The Learning for Justice [materials](https://www.learningforjustice.org/) used in Glendale do not include the gay pride videos, but the entirety of the lessons offered by the organization are meant to promote diversity and inclusion, including empathy for students who don't conform to gender norms.

“This notion of rendering things invisible – we know is not a solution,” said Jackson of Southern Poverty Law Center. “So we can't pretend that topics don't exist. We can't pretend that people don't exist. And so to set up a scenario where some children can come in and talk about their identities or their families, and other children are excluded from those exercises, is deeply harmful.”

How do California education policies compare with those of other states?

California's policies are generally in step with states that have more liberal leadership, such as New York <http://www.nysed.gov/Press/Transgender-and-Gender-Nonconforming-Students-Guidance-Document>. But more conservative states – including Texas <https://www.texastribune.org/2022/04/04/texas-dont-say-gay-dan-patrick/> and Louisiana <https://lailuminator.com/briefs/louisiana-house-revives-dont-say-gay-bill-with-rare-procedural-move/>

–
have been mulling or putting limits on teaching about gender identity.

A new Florida law

<https://www.latimes.com/politics/story/2022-03-28/dont-say-gay-bill-signed-by-florida-gov-ron-desantis>

–

which critics call the “Don’t Say Gay” bill, saying it marginalizes LGBTQ people

<https://www.latimes.com/california/story/2022-04-26/anti-lgbtq-legislation-texas-florida-troubles-queer-trans-la-residents>

–

forbids classroom instruction on sexual orientation and gender identity in kindergarten through third grade. At least five other states have similar legislation approved or in the works

<https://www.washingtonpost.com/politics/2022/04/01/what-is-florida-dont-say-gay-bill/>.

And at least 19 states have restricted

<https://www.latimes.com/california/story/2022-04-26/anti-lgbtq-legislation-texas-florida-troubles-queer-trans-la-residents>

or are poised

<https://williamsinstitute.law.ucla.edu/publications/bans-trans-youth-health-care/>

to

restrict children’s access to gender-affirming care when it conflicts with the individual’s biological gender at birth.

Do parents or the public have an opportunity to participate in decisions over what’s being taught?

School districts and the state typically have a lengthy public process, including hearings and a comment period, before education officials approve curricular materials. But the hearings and textbook reviews rarely attract much attention.

Glendale officials noted that there’s also a process for complaining about a lesson. Parents should first bring up the issue with the teacher; they can then turn to the principal and finally, if needed, can file

a formal
complaint with senior district staff.

On Wed, Jun 7, 2023 at 10:33 AM Francinni Zabata <
fzabata@beaumontusd.k12.ca.us> wrote:

>
> Francinni Zabata
>
> Communications Officer
> Beaumont Unified School District
> D: (951) 797-5325
> C: (509) 432-9184
> fzabata@beaumontusd.k12.ca.us
> www.beaumontusd.us
>
> *Statement of Confidentiality:* The contents of this e-mail
message and
> any attachments are intended solely for the addressee. The
information may
> also be confidential and/or legally privileged. This
transmission is sent
> for the sole purpose of delivery to the intended recipient. If
you have
> received this transmission in error, any use, reproduction, or
> dissemination of this transmission is strictly prohibited. If
you are not
> the intended recipient, please immediately notify the sender
by
> reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and
delete
> this message and its attachments, if any. E-mail is covered by
the
> Electronic Communications Privacy Act, 18 USC SS 2510-2521 and
is legally
> protected.

>
>
>
>
> ----- Forwarded message -----
> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
> Date: Wed, Jun 7, 2023 at 10:29 AM
> Subject: What California law requires in teaching about LGBTQ
people in

> public schools - Los Angeles Times
> To: <fzabata@beaumontusd.k12.ca.us>
>
>
> What California law requires in teaching about LGBTQ people in
public
> schools - Los Angeles Times
>
>
>
>
<https://www.latimes.com/california/story/2022-05-11/california-takes-opposite-path-of-florida-texas-on-inclusive-education>
>

Date:	Tue 06 Jun 2023 02:48:59 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: LCAP for 2023
Size:	15008.0 Kb
Id:	270920670

Thank you for forwarding the emails

On Tue, Jun 6, 2023 at 12:46 PM Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us> wrote:

> FYI
>
> ----- Forwarded message -----
> From: Amber Sibole <a_sibole@yahoo.com>
> Date: Tue, Jun 6, 2023 at 10:20 AM
> Subject: LCAP for 2023
> To: <dsanchez@beaumontusd.k12.ca.us>,
> <sdmitchell@beaumontusd.k12.ca.us>,
> <mwilliamson@beaumontusd.k12.ca.us>,
> <jbrown@beaumontusd.k12.ca.us>, <
> slara@beaumontusd.k12.ca.us>
>
>
>
> What happened at TRR is not ok, teachers should be able to
> teach inclusive
> curriculum without worry of backlash or harassment from
> parents, whose
> beliefs are skewed. It is our school district's responsibility
> to protect
> and back our teachers. Our LGBTQ+ youth should feel safe and
> included, and
> our schools should be making sure of that.
>
> The board should not approve the LCAP for 2023 because they
> have failed to
> include any intentional efforts for equity, diversity, and
> inclusion. You
> should be hiring an Equity and Diversity director and forming
> a LGBTQ
> family advisory council.
>

- > School and district leaders, educators, and school staff have
 - a
 - > significant opportunity—and responsibility—to create learning environments
 - > in which all students can thrive and achieve their full educational
 - > potential.
 - > Fostering a sense of belonging and connectedness in schools are crucial
 - > for putting all students on a path to success. However, many LGBTQ students
 - > are left feeling unsupported in their schools. In order to ensure that
 - > school learning environments are supportive of all students, it is critical
 - > to implement specific policies and procedures that support LGBTQ youth,
 - > affirm their identities, promote safe and healthy learning environments,
 - > and advance equity and respect for all in our schools.
 - >
 - > Maybe you should also start following the CA Ed codes, and make sure there
 - > is inclusive curriculum.
 - >
 - > California Education Code 233.5.
 - > (a) Each teacher shall endeavor to impress upon the minds of the pupils
 - > the principles of morality, truth, justice, patriotism, and a true
 - > comprehension of the rights, duties, and dignity of American citizenship,
 - > and the meaning of equality and human dignity, including the promotion of
 - > harmonious relations, kindness toward domestic pets and the humane
 - > treatment of living creatures, to teach them to avoid idleness, profanity,
 - > and falsehood, and to instruct them in manners and morals and the
 - > principles of a free government.
 - >
 - > (b) Each teacher is also encouraged to create and foster an environment
 - > that encourages pupils to realize their full potential and that is free

> from discriminatory attitudes, practices, events, or activities, in order
> to prevent acts of hate violence, as defined in subdivision (e) of Section 233.
>
> Students are most likely to reach their full educational potential in
> positive learning environments that are safe, secure, welcoming, and where
> they feel a sense of belonging. Research demonstrates that an affirming
> school climate leads to improved behavioral, academic, and mental health
> outcomes for all students. Not surprisingly, schools promoting
> LGBTQ-inclusive and affirming learning environments have fewer student
> absences and greater improvements in academic achievement across grade
> levels.
>
> Beaumont schools and the BUSD district need to do better.
>
> Amber Sibole
> A parent of 2 LGBTQ former students
>
>
> Sent from my iPhone
>
>
> --
>
> *Melissa Williamson*
>
> *Board Member- Clerk*
>
> [image: About Gary D. Soto | Educational Leadership Training Firm]
>
>
>

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Tue 06 Jun 2023 02:48:59 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: LCAP for 2023
Size:	15008.0 Kb
Id:	7467965209

Thank you for forwarding the emails

On Tue, Jun 6, 2023 at 12:46 PM Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us> wrote:

> FYI
>
> ----- Forwarded message -----
> From: Amber Sibole <a_sibole@yahoo.com>
> Date: Tue, Jun 6, 2023 at 10:20 AM
> Subject: LCAP for 2023
> To: <dsanchez@beaumontusd.k12.ca.us>,
> <sdmitchell@beaumontusd.k12.ca.us>,
> <mwilliamson@beaumontusd.k12.ca.us>,
> <jbrown@beaumontusd.k12.ca.us>, <
> slara@beaumontusd.k12.ca.us>
>
>
>
> What happened at TRR is not ok, teachers should be able to
> teach inclusive
> curriculum without worry of backlash or harassment from
> parents, whose
> beliefs are skewed. It is our school district's responsibility
> to protect
> and back our teachers. Our LGBTQ+ youth should feel safe and
> included, and
> our schools should be making sure of that.
>
> The board should not approve the LCAP for 2023 because they
> have failed to
> include any intentional efforts for equity, diversity, and
> inclusion. You
> should be hiring an Equity and Diversity director and forming
> a LGBTQ
> family advisory council.
>

- > School and district leaders, educators, and school staff have
 - a
 - > significant opportunity—and responsibility—to create learning environments
 - > in which all students can thrive and achieve their full educational
 - > potential.
 - > Fostering a sense of belonging and connectedness in schools are crucial
 - > for putting all students on a path to success. However, many LGBTQ students
 - > are left feeling unsupported in their schools. In order to ensure that
 - > school learning environments are supportive of all students, it is critical
 - > to implement specific policies and procedures that support LGBTQ youth,
 - > affirm their identities, promote safe and healthy learning environments,
 - > and advance equity and respect for all in our schools.
- >
- > Maybe you should also start following the CA Ed codes, and make sure there
- > is inclusive curriculum.
- >
- > California Education Code 233.5.
- > (a) Each teacher shall endeavor to impress upon the minds of the pupils
 - > the principles of morality, truth, justice, patriotism, and a true
 - > comprehension of the rights, duties, and dignity of American citizenship,
 - > and the meaning of equality and human dignity, including the promotion of
 - > harmonious relations, kindness toward domestic pets and the humane
 - > treatment of living creatures, to teach them to avoid idleness, profanity,
 - > and falsehood, and to instruct them in manners and morals and the
 - > principles of a free government.
- >
- > (b) Each teacher is also encouraged to create and foster an environment
 - > that encourages pupils to realize their full potential and that is free

> from discriminatory attitudes, practices, events, or activities, in order
> to prevent acts of hate violence, as defined in subdivision (e) of Section 233.
>
> Students are most likely to reach their full educational potential in
> positive learning environments that are safe, secure, welcoming, and where
> they feel a sense of belonging. Research demonstrates that an affirming
> school climate leads to improved behavioral, academic, and mental health
> outcomes for all students. Not surprisingly, schools promoting
> LGBTQ-inclusive and affirming learning environments have fewer student
> absences and greater improvements in academic achievement across grade
> levels.
>
> Beaumont schools and the BUSD district need to do better.
>
> Amber Sibole
> A parent of 2 LGBTQ former students
>
>
> Sent from my iPhone
>
>
> --
>
> *Melissa Williamson*
>
> *Board Member- Clerk*
>
> [image: About Gary D. Soto | Educational Leadership Training Firm]
>
>
>

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Tue 06 Jun 2023 12:46:24 PM -0700
From:	Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>
To:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LCAP for 2023
Size:	11327.0 Kb
Id:	270310582

FYI

----- Forwarded message -----
From: Amber Sibole <a_sibole@yahoo.com>
Date: Tue, Jun 6, 2023 at 10:20 AM
Subject: LCAP for 2023
To: <dsanchez@beaumontusd.k12.ca.us>, <sdmitchell@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, <slara@beaumontusd.k12.ca.us>

What happened at TRR is not ok, teachers should be able to teach inclusive curriculum without worry of backlash or harassment from parents, whose beliefs are skewed. It is our school district's responsibility to protect and back our teachers. Our LGBTQ+ youth should feel safe and included, and our schools should be making sure of that.

The board should not approve the LCAP for 2023 because they have failed to include any intentional efforts for equity, diversity, and inclusion. You should be hiring an Equity and Diversity director and forming a LGBTQ family advisory council.

School and district leaders, educators, and school staff have a significant opportunity—and responsibility—to create learning environments in which all students can thrive and achieve their full educational

potential.

Fostering a sense of belonging and connectedness in schools are crucial for putting all students on a path to success. However, many LGBTQ students are left feeling unsupported in their schools. In order to ensure that school learning environments are supportive of all students, it is critical to implement specific policies and procedures that support LGBTQ youth, affirm their identities, promote safe and healthy learning environments, and advance equity and respect for all in our schools.

Maybe you should also start following the CA Ed codes, and make sure there is inclusive curriculum.

California Education Code 233.5.

(a) Each teacher shall endeavor to impress upon the minds of the pupils the principles of morality, truth, justice, patriotism, and a true comprehension of the rights, duties, and dignity of American citizenship, and the meaning of equality and human dignity, including the promotion of harmonious relations, kindness toward domestic pets and the humane treatment of living creatures, to teach them to avoid idleness, profanity, and falsehood, and to instruct them in manners and morals and the principles of a free government.

(b) Each teacher is also encouraged to create and foster an environment that encourages pupils to realize their full potential and that is free from discriminatory attitudes, practices, events, or activities, in order to prevent acts of hate violence, as defined in subdivision (e) of Section 233.

Students are most likely to reach their full educational

potential in
positive learning environments that are safe, secure, welcoming,
and where
they feel a sense of belonging. Research demonstrates that an
affirming
school climate leads to improved behavioral, academic, and
mental health
outcomes for all students. Not surprisingly, schools promoting
LGBTQ-inclusive and affirming learning environments have fewer
student
absences and greater improvements in academic achievement across
grade
levels.

Beaumont schools and the BUSD district need to do better.

Amber Sibole
A parent of 2 LGBTQ former students

Sent from my iPhone

--

Melissa Williamson

Board Member- Clerk

[image: About Gary D. Soto | Educational Leadership Training Firm]

Date:	Tue 06 Jun 2023 12:46:24 PM -0700
From:	Melissa Williamson <mwilliamson@beaumontusd.k12.ca.us>
To:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LCAP for 2023
Size:	11327.0 Kb
Id:	7467557845

FYI

----- Forwarded message -----
From: Amber Sibole <a_sibole@yahoo.com>
Date: Tue, Jun 6, 2023 at 10:20 AM
Subject: LCAP for 2023
To: <dsanchez@beaumontusd.k12.ca.us>, <sdmitchell@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, <jbrown@beaumontusd.k12.ca.us>, <slara@beaumontusd.k12.ca.us>

What happened at TRR is not ok, teachers should be able to teach inclusive curriculum without worry of backlash or harassment from parents, whose beliefs are skewed. It is our school district's responsibility to protect and back our teachers. Our LGBTQ+ youth should feel safe and included, and our schools should be making sure of that.

The board should not approve the LCAP for 2023 because they have failed to include any intentional efforts for equity, diversity, and inclusion. You should be hiring an Equity and Diversity director and forming a LGBTQ family advisory council.

School and district leaders, educators, and school staff have a significant opportunity—and responsibility—to create learning environments in which all students can thrive and achieve their full educational

potential.

Fostering a sense of belonging and connectedness in schools are crucial for putting all students on a path to success. However, many LGBTQ students are left feeling unsupported in their schools. In order to ensure that school learning environments are supportive of all students, it is critical to implement specific policies and procedures that support LGBTQ youth, affirm their identities, promote safe and healthy learning environments, and advance equity and respect for all in our schools.

Maybe you should also start following the CA Ed codes, and make sure there is inclusive curriculum.

California Education Code 233.5.

(a) Each teacher shall endeavor to impress upon the minds of the pupils the principles of morality, truth, justice, patriotism, and a true comprehension of the rights, duties, and dignity of American citizenship, and the meaning of equality and human dignity, including the promotion of harmonious relations, kindness toward domestic pets and the humane treatment of living creatures, to teach them to avoid idleness, profanity, and falsehood, and to instruct them in manners and morals and the principles of a free government.

(b) Each teacher is also encouraged to create and foster an environment that encourages pupils to realize their full potential and that is free from discriminatory attitudes, practices, events, or activities, in order to prevent acts of hate violence, as defined in subdivision (e) of Section 233.

Students are most likely to reach their full educational

potential in
positive learning environments that are safe, secure, welcoming,
and where
they feel a sense of belonging. Research demonstrates that an
affirming
school climate leads to improved behavioral, academic, and
mental health
outcomes for all students. Not surprisingly, schools promoting
LGBTQ-inclusive and affirming learning environments have fewer
student
absences and greater improvements in academic achievement across
grade
levels.

Beaumont schools and the BUSD district need to do better.

Amber Sibole
A parent of 2 LGBTQ former students

Sent from my iPhone

--

Melissa Williamson

Board Member- Clerk

[image: About Gary D. Soto | Educational Leadership Training Firm]

Date:	Thu 20 Apr 2023 03:17:32 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Bobbi Burnett <bburnett@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: Beaumont USD LGBTQ School Board Policy
Size:	229396.0 Kb
Id:	9207481400
Attachment:	image.png

No problem!

On Thu, Apr 20, 2023 at 3:16 PM Bobbi Burnett <bburnett@beaumontusd.k12.ca.us> wrote:

> Yes! That worked :) Thank you! :) Sorry about that!
> *Bobbi Burnett Ed.D.*
>
> Director of Student Services
>
> 350 W. Brookside Ave
>
> <https://www.google.com/maps/search/350+W.+Brookside+Ave?entry=googlemail&source=g>.
> / P.O. Box 187
>
> Beaumont, CA 92223
>
> (951) 845-1631 Ext. 005344
>
> bburnett@beaumontusd.k12.ca.us
>
> *Statement of Confidentiality:* This message and any
attachments may
> contain confidential information. It is solely for the use of
the intended
> recipient. If you are not an intended recipient, you are
hereby notified
> that you received this email in error. The information may
also be
> confidential and/or legally privileged. Any use, review,
disclosure,
> reproduction, distribution, copying of, or reliance on, this
email and any
> attachment is strictly prohibited. If you are not the intended
recipient,
> please immediately notify the sender by reply email and delete

this message

> and any attachments. Thank you for your cooperation. Email is covered by

> the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is

> legally privileged.

>

>

>

>

> On Thu, Apr 20, 2023 at 3:13 PM Francinni Zabata <

> fzabata@beaumontusd.k12.ca.us> wrote:

>

>> Can you click on the three dots... that may open the entire message.

>>

>> Francinni Zabata

>>

>> Communications Officer

>> Beaumont Unified School District

>> D: (951) 797-5325

>> C: (509) 432-9184

>> fzabata@beaumontusd.k12.ca.us

>> www.beaumontusd.us

>>

>> *Statement of Confidentiality:* The contents of this e-mail message and

>> any attachments are intended solely for the addressee. The information may

>> also be confidential and/or legally privileged. This transmission is sent

>> for the sole purpose of delivery to the intended recipient.

If you have

>> received this transmission in error, any use, reproduction, or

>> dissemination of this transmission is strictly prohibited. If you are not

>> the intended recipient, please immediately notify the sender by

>> reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete

>> this message and its attachments, if any. E-mail is covered by the

>> Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally

>> protected.

>>
>>
>>
>>
>> On Thu, Apr 20, 2023 at 3:11 PM Bobbi Burnett <
>> bburnett@beaumontusd.k12.ca.us> wrote:
>>
>>> This is the only thing I see in the email:
>>>
>>> [image: image.png]
>>> *Bobbi Burnett Ed.D.*
>>>
>>> Director of Student Services
>>>
>>> 350 W. Brookside Ave
>>>
>>> <<https://www.google.com/maps/search/350+W.+Brookside+Ave?entry=mail&source=g>>.
>>> / P.O. Box 187
>>>
>>> Beaumont, CA 92223
>>>
>>> (951) 845-1631 Ext. 005344
>>>
>>> bburnett@beaumontusd.k12.ca.us
>>>
>>> *Statement of Confidentiality:* This message and any
attachments may
>>> contain confidential information. It is solely for the use
of the intended
>>> recipient. If you are not an intended recipient, you are
hereby notified
>>> that you received this email in error. The information may
also be
>>> confidential and/or legally privileged. Any use, review,
disclosure,
>>> reproduction, distribution, copying of, or reliance on, this
email and any
>>> attachment is strictly prohibited. If you are not the
intended recipient,
>>> please immediately notify the sender by reply email and
delete this message
>>> and any attachments. Thank you for your cooperation. Email
is covered by
>>> the Electronic Communications Privacy Act, 18 USC SS 2510-
2521 and is

>>> legally privileged.
>>>
>>>
>>>
>>> On Thu, Apr 20, 2023 at 3:02 PM Francinni Zabata <
>>> fzabata@beaumontusd.k12.ca.us> wrote:
>>>
>>>> There wasn't anything in the content box?
>>>>
>>>> Francinni Zabata
>>>>
>>>> Communications Officer
>>>> Beaumont Unified School District
>>>> D: (951) 797-5325
>>>> C: (509) 432-9184
>>>> fzabata@beaumontusd.k12.ca.us
>>>> www.beaumontusd.us
>>>>
>>>> *Statement of Confidentiality:* The contents of this e-mail
message
>>>> and any attachments are intended solely for the addressee.
The information
>>>> may also be confidential and/or legally privileged. This
transmission is
>>>> sent for the sole purpose of delivery to the intended
recipient. If you
>>>> have received this transmission in error, any use,
reproduction, or
>>>> dissemination of this transmission is strictly prohibited.
If you are not
>>>> the intended recipient, please immediately notify the
sender by
>>>> reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us
and delete
>>>> this message and its attachments, if any. E-mail is covered
by the
>>>> Electronic Communications Privacy Act, 18 USC SS 2510-2521
and is legally
>>>> protected.
>>>>
>>>>
>>>>
>>>>
>>>> On Thu, Apr 20, 2023 at 2:55 PM Bobbi Burnett <
>>>> bburnett@beaumontusd.k12.ca.us> wrote:

>>>>
>>>>> HI Francinni,
>>>>>
>>>>> The only thing attached is the campaigns.
>>>>> *Bobbi Burnett Ed.D.*
>>>>>
>>>>> Director of Student Services
>>>>>
>>>>> 350 W. Brookside Ave
>>>>>
>>>>> <<https://www.google.com/maps/search/350+W.+Brookside+Ave?entry=googlemail&source=g>>.
>>>>> / P.O. Box 187
>>>>>
>>>>> Beaumont, CA 92223
>>>>>
>>>>> (951) 845-1631 Ext. 005344
>>>>>
>>>>> bburnett@beaumontusd.k12.ca.us
>>>>>
>>>>> *Statement of Confidentiality:* This message and any
attachments may
>>>>> contain confidential information. It is solely for the use
of the intended
>>>>> recipient. If you are not an intended recipient, you are
hereby notified
>>>>> that you received this email in error. The information may
also be
>>>>> confidential and/or legally privileged. Any use, review,
disclosure,
>>>>> reproduction, distribution, copying of, or reliance on,
this email and any
>>>>> attachment is strictly prohibited. If you are not the
intended recipient,
>>>>> please immediately notify the sender by reply email and
delete this message
>>>>> and any attachments. Thank you for your cooperation. Email
is covered by
>>>>> the Electronic Communications Privacy Act, 18 USC SS 2510-
2521 and is
>>>>> legally privileged.
>>>>>
>>>>>
>>>>>
>>>>>
>>>>>
>>>>> On Thu, Apr 20, 2023 at 2:44 PM Francinni Zabata <

>>>> fزاباتا@beaumontusd.k12.ca.us> wrote:

>>>>

>>>>> Hi Team,

>>>>>

>>>>> As discussed in Extended Cabinet regarding public comments at the

>>>>> Tuesday Board meeting and prior parent requests to the Board of Trustees

>>>>> about LGBTQ+ Board Policy, we wanted to share what we've sent as a

>>>>> response. Please let us know if you have any questions.

>>>>>

>>>>>

>>>>>

>>>>> On behalf of the Board of Trustees and Superintendent Kakish, we want

>>>>> to thank you for reaching out to us and advocating for our students and

>>>>> staff. We believe it is essential that each and every one of our students,

>>>>> staff, and families develop a strong sense of belonging in our schools.

>>>>>

>>>>> To that end, we want to take this opportunity to share that the

>>>>> Beaumont Unified School District already has policy

>>>>>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

>>>>> and procedures

>>>>>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf> in

>>>>> place that specifically prohibits harassment and discrimination based on

>>>>> gender identity and gender expression. Additionally, we have a policy that

>>>>> addresses intolerable hate-motivated behavior.

>>>>>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

>>>>>

>>>>> To support our beliefs and policies, our District has

recently been

>>>>> engaged in the following to support all students and staff:

>>>>>

>>>>> - *Opening Doors for Diversity, Equity, and Access* professional

>>>>> development by Trudy Arriaga - District Leadership Team and Site Leadership.

>>>>> - Our schools facilitate student clubs that promote diversity,

>>>>> equity, and access.

>>>>> - Our schools also promote kindness campaigns (our Campaign

>>>>> calendar is attached).

>>>>>

>>>>> We look forward to collaborating with you in continuing to grow in

>>>>> our efforts to create a strong sense of community for all in our schools.

>>>>>

>>>>>

>>>>> Francinni Zabata

>>>>>

>>>>> Communications Officer

>>>>> Beaumont Unified School District

>>>>> D: (951) 797-5325

>>>>> C: (509) 432-9184

>>>>> fzabata@beaumontusd.k12.ca.us

>>>>> www.beaumontusd.us

>>>>>

>>>>> *Statement of Confidentiality:* The contents of this e-mail message

>>>>> and any attachments are intended solely for the addressee. The information

>>>>> may also be confidential and/or legally privileged. This transmission is

>>>>> sent for the sole purpose of delivery to the intended recipient. If you

>>>>> have received this transmission in error, any use, reproduction, or

>>>>> dissemination of this transmission is strictly prohibited. If you are not

>>>>> the intended recipient, please immediately notify the sender by

>>>>> reply e-mail, send a copy to

fzabata@beaumontusd.k12.ca.us and

>>>>> delete this message and its attachments, if any. E-mail
is covered by the
>>>>> Electronic Communications Privacy Act, 18 USC SS 2510-
2521 and is legally
>>>>> protected.
>>>>>
>>>>> --
Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail
message and any
attachments are intended solely for the addressee. The
information may also
be confidential and/or legally privileged. This transmission is
sent for
the sole purpose of delivery to the intended recipient. If you
have
received this transmission in error, any use, reproduction, or
dissemination of this transmission is strictly prohibited. If
you are not
the intended recipient, please immediately notify the sender by
reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and
delete this
message and its attachments, if any. E-mail is covered by the
Electronic
Communications Privacy Act, 18 USC SS 2510-2521 and is legally
protected.

image.png

Francinni Zabata

2:44 PM (25 minutes ago) ☆ ↶ ⋮

to Extended, All ▾

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.



One attachment • Scanned by Gmail ⓘ



Date:	Thu 20 Apr 2023 03:13:12 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Bobbi Burnett <bburnett@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: Beaumont USD LGBTQ School Board Policy
Size:	220552.0 Kb
Id:	9207480252
Attachment:	image.png

Can you click on the three dots... that may open the entire message.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

On Thu, Apr 20, 2023 at 3:11 PM Bobbi Burnett <bburnett@beaumontusd.k12.ca.us> wrote:

> This is the only thing I see in the email:

>
> [image: image.png]
> *Bobbi Burnett Ed.D.*
>
> Director of Student Services
>
> 350 W. Brookside Ave. / P.O. Box 187
>
> Beaumont, CA 92223
>
> (951) 845-1631 Ext. 005344
>
> bburnett@beaumontusd.k12.ca.us
>
> *Statement of Confidentiality:* This message and any
> attachments may
> contain confidential information. It is solely for the use of
> the intended
> recipient. If you are not an intended recipient, you are
> hereby notified
> that you received this email in error. The information may
> also be
> confidential and/or legally privileged. Any use, review,
> disclosure,
> reproduction, distribution, copying of, or reliance on, this
> email and any
> attachment is strictly prohibited. If you are not the intended
> recipient,
> please immediately notify the sender by reply email and delete
> this message
> and any attachments. Thank you for your cooperation. Email is
> covered by
> the Electronic Communications Privacy Act, 18 USC SS 2510-2521
> and is
> legally privileged.
>
>
>
>
> On Thu, Apr 20, 2023 at 3:02 PM Francinni Zabata <
> fzabata@beaumontusd.k12.ca.us> wrote:
>
>> There wasn't anything in the content box?
>>
>> Francinni Zabata
>>

>> Communications Officer
>> Beaumont Unified School District
>> D: (951) 797-5325
>> C: (509) 432-9184
>> fزاباتا@beaumontusd.k12.ca.us
>> www.beaumontusd.us
>>
>> *Statement of Confidentiality:* The contents of this e-mail
message and
>> any attachments are intended solely for the addressee. The
information may
>> also be confidential and/or legally privileged. This
transmission is sent
>> for the sole purpose of delivery to the intended recipient.
If you have
>> received this transmission in error, any use, reproduction,
or
>> dissemination of this transmission is strictly prohibited. If
you are not
>> the intended recipient, please immediately notify the sender
by
>> reply e-mail, send a copy to fزاباتا@beaumontusd.k12.ca.us
and delete
>> this message and its attachments, if any. E-mail is covered
by the
>> Electronic Communications Privacy Act, 18 USC SS 2510-2521
and is legally
>> protected.
>>
>>
>>
>>
>> On Thu, Apr 20, 2023 at 2:55 PM Bobbi Burnett <
>> bburnett@beaumontusd.k12.ca.us> wrote:
>>
>>> HI Francinni,
>>>
>>> The only thing attached is the campaigns.
>>> *Bobbi Burnett Ed.D.*
>>>
>>> Director of Student Services
>>>
>>> 350 W. Brookside Ave. / P.O. Box 187
>>>
>>> Beaumont, CA 92223
>>>

>>> (951) 845-1631 Ext. 005344

>>>

>>> bburnett@beaumontusd.k12.ca.us

>>>

>>> *Statement of Confidentiality:* This message and any attachments may

>>> contain confidential information. It is solely for the use of the intended

>>> recipient. If you are not an intended recipient, you are hereby notified

>>> that you received this email in error. The information may also be

>>> confidential and/or legally privileged. Any use, review, disclosure,

>>> reproduction, distribution, copying of, or reliance on, this email and any

>>> attachment is strictly prohibited. If you are not the intended recipient,

>>> please immediately notify the sender by reply email and delete this message

>>> and any attachments. Thank you for your cooperation. Email is covered by

>>> the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is

>>> legally privileged.

>>>

>>>

>>>

>>>

>>> On Thu, Apr 20, 2023 at 2:44 PM Francinni Zabata <

>>> fzabata@beaumontusd.k12.ca.us> wrote:

>>>

>>>> Hi Team,

>>>>

>>>> As discussed in Extended Cabinet regarding public comments at the

>>>> Tuesday Board meeting and prior parent requests to the Board of Trustees

>>>> about LGBTQ+ Board Policy, we wanted to share what we've sent as a

>>>> response. Please let us know if you have any questions.

>>>>

>>>>

>>>>

>>>> On behalf of the Board of Trustees and Superintendent Kakish, we want

>>>> to thank you for reaching out to us and advocating for our students and
>>>> staff. We believe it is essential that each and every one of our students,
>>>> staff, and families develop a strong sense of belonging in our schools.

>>>>

>>>> To that end, we want to take this opportunity to share that the

>>>> Beaumont Unified School District already has policy

>>>>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

>>>> and procedures

>>>>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf> in

>>>> place that specifically prohibits harassment and discrimination based on

>>>> gender identity and gender expression. Additionally, we have a policy that

>>>> addresses intolerable hate-motivated behavior.

>>>>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

>>>>

>>>> To support our beliefs and policies, our District has recently been

>>>> engaged in the following to support all students and staff:

>>>>

>>>> - *Opening Doors for Diversity, Equity, and Access* professional

>>>> development by Trudy Arriaga - District Leadership Team and Site Leadership.

>>>> - Our schools facilitate student clubs that promote diversity,

>>>> equity, and access.

>>>> - Our schools also promote kindness campaigns (our Campaign calendar is attached).

>>>>

>>>> We look forward to collaborating with you in continuing to grow in our

>>>> efforts to create a strong sense of community for all in

our schools.

>>>>

>>>>

>>>> Francinni Zabata

>>>>

>>>> Communications Officer

>>>> Beaumont Unified School District

>>>> D: (951) 797-5325

>>>> C: (509) 432-9184

>>>> fzabata@beaumontusd.k12.ca.us

>>>> www.beaumontusd.us

>>>>

>>>> *Statement of Confidentiality:* The contents of this e-mail message

>>>> and any attachments are intended solely for the addressee. The information

>>>> may also be confidential and/or legally privileged. This transmission is

>>>> sent for the sole purpose of delivery to the intended recipient. If you

>>>> have received this transmission in error, any use, reproduction, or

>>>> dissemination of this transmission is strictly prohibited. If you are not

>>>> the intended recipient, please immediately notify the sender by

>>>> reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete

>>>> this message and its attachments, if any. E-mail is covered by the

>>>> Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally

>>>> protected.

>>>>

>>>>

image.png

Francinni Zabata

2:44 PM (25 minutes ago) ☆ ↶ ⋮

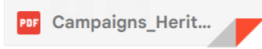
to Extended, All ▾

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.



One attachment • Scanned by Gmail ⓘ



Date:	Thu 20 Apr 2023 03:06:22 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Executive Assistants <executiveassistants@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1090761.0 Kb
Id:	10726296710
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Ladies,

My apologies. I missed adding you to the email below.

Thank you,

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Date: Thu, Apr 20, 2023 at 2:43 PM
Subject: Fwd: Beaumont USD LGBTQ School Board Policy
To: Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior.

https://beaumontpublic.ig-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and

delete this
message and its attachments, if any. E-mail is covered by the
Electronic
Communications Privacy Act, 18 USC SS 2510-2521 and is legally
protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 03:06:22 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Executive Assistants <executiveassistants@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1090760.0 Kb
Id:	5679106975
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Ladies,

My apologies. I missed adding you to the email below.

Thank you,

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Date: Thu, Apr 20, 2023 at 2:43 PM
Subject: Fwd: Beaumont USD LGBTQ School Board Policy
To: Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior.

https://beaumontpublic.ig-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and

delete this
message and its attachments, if any. E-mail is covered by the
Electronic
Communications Privacy Act, 18 USC SS 2510-2521 and is legally
protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 03:06:22 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Executive Assistants <executiveassistants@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1090761.0 Kb
Id:	500888688
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Ladies,

My apologies. I missed adding you to the email below.

Thank you,

Francinni Zabata

Communications Officer
 Beaumont Unified School District
 D: (951) 797-5325
 C: (509) 432-9184
 fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Date: Thu, Apr 20, 2023 at 2:43 PM
Subject: Fwd: Beaumont USD LGBTQ School Board Policy
To: Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior.

https://beaumontpublic.ig-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and

delete this
message and its attachments, if any. E-mail is covered by the
Electronic
Communications Privacy Act, 18 USC SS 2510-2521 and is legally
protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 03:06:22 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Executive Assistants <executiveassistants@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1090758.0 Kb
Id:	7446952535
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Ladies,

My apologies. I missed adding you to the email below.

Thank you,

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Date: Thu, Apr 20, 2023 at 2:43 PM
Subject: Fwd: Beaumont USD LGBTQ School Board Policy
To: Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior.

https://beaumontpublic.ig-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and

delete this
message and its attachments, if any. E-mail is covered by the
Electronic
Communications Privacy Act, 18 USC SS 2510-2521 and is legally
protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 03:06:22 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Executive Assistants <executiveassistants@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1090761.0 Kb
Id:	7447167871
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Ladies,

My apologies. I missed adding you to the email below.

Thank you,

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Date: Thu, Apr 20, 2023 at 2:43 PM
Subject: Fwd: Beaumont USD LGBTQ School Board Policy
To: Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior.

https://beaumontpublic.ig-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and

delete this
message and its attachments, if any. E-mail is covered by the
Electronic
Communications Privacy Act, 18 USC SS 2510-2521 and is legally
protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 03:02:03 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Bobbi Burnett <bburnett@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: Beaumont USD LGBTQ School Board Policy
Size:	19921.0 Kb
Id:	9215307632

There wasn't anything in the content box?

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

On Thu, Apr 20, 2023 at 2:55 PM Bobbi Burnett <bburnett@beaumontusd.k12.ca.us> wrote:

> HI Francinni,
>

> The only thing attached is the campaigns.
> *Bobbi Burnett Ed.D.*
>
> Director of Student Services
>
> 350 W. Brookside Ave. / P.O. Box 187
>
> Beaumont, CA 92223
>
> (951) 845-1631 Ext. 005344
>
> bburnett@beaumontusd.k12.ca.us
>
> *Statement of Confidentiality:* This message and any
attachments may
> contain confidential information. It is solely for the use of
the intended
> recipient. If you are not an intended recipient, you are
hereby notified
> that you received this email in error. The information may
also be
> confidential and/or legally privileged. Any use, review,
disclosure,
> reproduction, distribution, copying of, or reliance on, this
email and any
> attachment is strictly prohibited. If you are not the intended
recipient,
> please immediately notify the sender by reply email and delete
this message
> and any attachments. Thank you for your cooperation. Email is
covered by
> the Electronic Communications Privacy Act, 18 USC SS 2510-2521
and is
> legally privileged.
>
>
>
>
> On Thu, Apr 20, 2023 at 2:44 PM Francinni Zabata <
> fzabata@beaumontusd.k12.ca.us> wrote:
>
>> Hi Team,
>>
>> As discussed in Extended Cabinet regarding public comments at
the Tuesday
>> Board meeting and prior parent requests to the Board of

Trustees about

>> LGBTQ+ Board Policy, we wanted to share what we've sent as a response.

>> Please let us know if you have any questions.

>>

>>

>>

>> On behalf of the Board of Trustees and Superintendent Kakish, we want to

>> thank you for reaching out to us and advocating for our students and staff.

>> We believe it is essential that each and every one of our students, staff,

>> and families develop a strong sense of belonging in our schools.

>>

>> To that end, we want to take this opportunity to share that the Beaumont

>> Unified School District already has policy

>>

>> https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf

>> and procedures

>>

>> https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in

>> place that specifically prohibits harassment and discrimination based on

>> gender identity and gender expression. Additionally, we have a policy that

>> addresses intolerable hate-motivated behavior.

>>

>> https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

>>

>> To support our beliefs and policies, our District has recently been

>> engaged in the following to support all students and staff:

>>

>> - *Opening Doors for Diversity, Equity, and Access* professional

>> development by Trudy Arriaga - District Leadership Team and Site Leadership.

>> - Our schools facilitate student clubs that promote diversity,
>> equity, and access.
>> - Our schools also promote kindness campaigns (our Campaign calendar
>> is attached).
>>
>> We look forward to collaborating with you in continuing to grow in our
>> efforts to create a strong sense of community for all in our schools.
>>
>>
>> Francinni Zabata
>>
>> Communications Officer
>> Beaumont Unified School District
>> D: (951) 797-5325
>> C: (509) 432-9184
>> fzabata@beaumontusd.k12.ca.us
>> www.beaumontusd.us
>>
>> *Statement of Confidentiality:* The contents of this e-mail message and
>> any attachments are intended solely for the addressee. The information may
>> also be confidential and/or legally privileged. This transmission is sent
>> for the sole purpose of delivery to the intended recipient. If you have
>> received this transmission in error, any use, reproduction, or
>> dissemination of this transmission is strictly prohibited. If you are not
>> the intended recipient, please immediately notify the sender by
>> reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete
>> this message and its attachments, if any. E-mail is covered by the
>> Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally
>> protected.
>>
>>

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085727.0 Kb
Id:	6899613444
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085730.0 Kb
Id:	7446449413
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076725.0 Kb
Id:	7446952475
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076725.0 Kb
Id:	7446952499
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076737.0 Kb
Id:	543355546
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085760.0 Kb
Id:	500888672
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085772.0 Kb
Id:	9207476930
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085760.0 Kb
Id:	226925704
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085755.0 Kb
Id:	3518572026
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076737.0 Kb
Id:	9211851322
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icsboard.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085728.0 Kb
Id:	9211851312
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085732.0 Kb
Id:	7446952465
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076725.0 Kb
Id:	9211851330
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076725.0 Kb
Id:	7446952463
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085721.0 Kb
Id:	6903898974
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076737.0 Kb
Id:	9375535966
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085772.0 Kb
Id:	10574317270
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085770.0 Kb
Id:	9207476708
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085726.0 Kb
Id:	9207476918
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076737.0 Kb
Id:	9375535978
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076725.0 Kb
Id:	7446952483
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085721.0 Kb
Id:	9207476828
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085768.0 Kb
Id:	9207476838
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085724.0 Kb
Id:	6899613442
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085729.0 Kb
Id:	7446449441
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1076725.0 Kb
Id:	6903898996
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085765.0 Kb
Id:	9375535968
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085761.0 Kb
Id:	7446952481
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085763.0 Kb
Id:	7446449501
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Thu 20 Apr 2023 02:43:47 PM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Extended Cabinet <ExtendedCabinet@beaumontusd.k12.ca.us>, All Principals <allprincipals@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085766.0 Kb
Id:	6918124840
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Team,

As discussed in Extended Cabinet regarding public comments at the Tuesday Board meeting and prior parent requests to the Board of Trustees about LGBTQ+ Board Policy, we wanted to share what we've sent as a response. Please let us know if you have any questions.

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff. We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 12 Apr 2023 11:34:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Bobbi Burnett <bburnett@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	1085174.0 Kb
Id:	9175139934
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Here you go.

Francinni Zabata

Communications Officer
 Beaumont Unified School District
 D: (951) 797-5325
 C: (509) 432-9184
 fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
 Date: Wed, Apr 5, 2023 at 9:57 AM

Subject: Fwd: Beaumont USD LGBTQ School Board Policy
To: <sonia@colchado.us>

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is

attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <

mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>
for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 12:13:25 PM -0700
From:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
To:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	5672266347

Everything is going good so far; I hope you are enjoying your trip.

On Wed, Apr 5, 2023 at 12:06 PM Mays Kakish <mkakish@beaumontusd.k12.ca.us> wrote:

> Great thank you
> Hope all is well.

>
> On Wed, Apr 5, 2023 at 9:04 PM Carol Araujo <caraujo@beaumontusd.k12.ca.us> wrote:

>
>> Hi Mays,
>>
>> Francinni BCCd the Board.
>>
>>
>>

>> On Wed, Apr 5, 2023 at 12:01 PM Mays Kakish <mkakish@beaumontusd.k12.ca.us> wrote:

>>
>>> Carol can you send this response to the board to let them know that we
>>> responded to all the parents that requested this with this message

>>>
>>> ----- Forwarded message -----
>>> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
>>> Date: Wed, Apr 5, 2023 at 6:54 PM
>>> Subject: Fwd: BUSD LGBTQ School Board Policy
>>> To: <jorgina_lukacs@yahoo.com>
>>>

>>>

>>> Hi Jorgina,

>>>

>>> On behalf of the Board of Trustees and Superintendent Kakish, we want to

>>> thank you for reaching out to us and advocating for our students and staff.

>>> We believe it is essential that each and every one of our students, staff,

>>> and families develop a strong sense of belonging in our schools.

>>>

>>> To that end, we want to take this opportunity to share that the Beaumont

>>> Unified School District already has policy

>>>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

>>> and procedures

>>>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf> in

>>> place that specifically prohibits harassment and discrimination based on

>>> gender identity and gender expression. Additionally, we have a policy that

>>> addresses intolerable hate-motivated behavior.

>>>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

>>>

>>> To support our beliefs and policies, our District has recently been

>>> engaged in the following to support all students and staff:

>>>

>>> - *Opening Doors for Diversity, Equity, and Access* professional

>>> development by Trudy Arriaga - District Leadership Team and Site Leadership.

>>> - Our schools facilitate student clubs that promote diversity,

>>> equity, and access.

>>> - Our schools also promote kindness campaigns (our Campaign

calendar
>>> is attached).
>>>
>>> We look forward to collaborating with you in continuing to
grow in our
>>> efforts to create a strong sense of community for all in our
schools.
>>>
>>> Francinni Zabata
>>>
>>> Communications Officer
>>> Beaumont Unified School District
>>> D: (951) 797-5325
>>> C: (509) 432-9184
>>> fزاباتا@beaumontusd.k12.ca.us
>>> www.beaumontusd.us
>>>
>>> *Statement of Confidentiality:* The contents of this e-mail
message and
>>> any attachments are intended solely for the addressee. The
information may
>>> also be confidential and/or legally privileged. This
transmission is sent
>>> for the sole purpose of delivery to the intended recipient.
If you have
>>> received this transmission in error, any use, reproduction,
or
>>> dissemination of this transmission is strictly prohibited.
If you are not
>>> the intended recipient, please immediately notify the sender
by
>>> reply e-mail, send a copy to fزاباتا@beaumontusd.k12.ca.us
and delete
>>> this message and its attachments, if any. E-mail is covered
by the
>>> Electronic Communications Privacy Act, 18 USC SS 2510-2521
and is legally
>>> protected.
>>>
>>>
>>> ----- Forwarded message -----
>>> From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
>>> Date: Wed, Mar 29, 2023 at 11:32 AM
>>> Subject: BUSD LGBTQ School Board Policy
>>> To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,

>>> Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
>>> dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
>>> mwilliamson@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
>>> jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us
>>> <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
>>> mkakish@beaumontusd.k12.ca.us>

>>>

>>>

>>> Good Afternoon,

>>>

>>> As a concerned parent of two students who attend school in
the Beaumont

>>> Unified School District, I am writing to you regarding the
safety of

>>> students and staff who identify as members of the LGBTQ
community. With the

>>> growing discrimination these students and staff members
face, it has come

>>> to my attention that there isn't an enumerated policy in
place protecting

>>> the members of this community. Members of the LGBTQ
community frequently

>>> experience bullying, and discrimination based on their
sexual orientation

>>> and gender identity at school. According to the article
"Promoting

>>> School Safety for LGBTQ and All Students"

>>>

>>> <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,

>>> enumerated policies should be adopted by school districts as
they are

>>> essential in creating safety in schools for students and
staff members.

>>> Enumerated policies are policies that explicitly list
characteristics or

>>> traits of students that may be the subject of bullying and
harassment at

>>> school.

>>>

>>> Multiple studies, both nationally and internationally (Meyer
et al.,

>>> 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw
>>> et al., 2020
>>> <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>
>>> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have
>>> confirmed that enumerated policies regarding members
belonging to the LGBTQ
>>> community are associated with feeling safer in school and
experience less
>>> identity-based victimization.
>>>
>>> Please implement enumerated policies that help your LGBTQ
students and
>>> staff feel supported by their school district. Promoting
school safety
>>> through such policies will help Beaumont's LGBTQ students
and staff not
>>> only feel protected but supported.
>>>
>>> I know all of the BUSD Trustees feel strongly about students
and their
>>> education or else you wouldn't have run for your positions.
Please, help
>>> our LGBTQ students and staff members feel safe and protected
by adopting
>>> the appropriate enumerated policies.
>>>
>>>
>>> Kindest Regards,
>>>
>>> Jorgina Lukacs
>>> --
>>>
>>> * _____ *>>>
>>> Mays Kakish
>>>
>>> Superintendent
>>>
>>> Beaumont Unified School District
>>>
>>> P.O. Box 187 / 350 W. Brookside Ave.
>>>
>>> Beaumont, CA 92223
>>>

>>>
>>> 951.797.5324 office
>>>
>>> 951.845.2319 fax
>>>
>>>
>>> <<https://www.facebook.com/BeaumontUSD>>
>>> <https://twitter.com/Beaumont_SD>
>>> <https://www.instagram.com/beaumont_usd/>
>>> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>
>>>
>> --
>
> * _____*
>
> Mays Kakish
>
> Superintendent
>
> Beaumont Unified School District
>
> P.O. Box 187 / 350 W. Brookside Ave.
>
> Beaumont, CA 92223
>
>
> 951.797.5324 office
>
> 951.845.2319 fax
>
>
> <<https://www.facebook.com/BeaumontUSD>>
> <https://twitter.com/Beaumont_SD>
> <https://www.instagram.com/beaumont_usd/>
> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>
>

Date:	Wed 05 Apr 2023 12:13:25 PM -0700
From:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
To:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7440479485

Everything is going good so far; I hope you are enjoying your trip.

On Wed, Apr 5, 2023 at 12:06 PM Mays Kakish <mkakish@beaumontusd.k12.ca.us> wrote:

> Great thank you
> Hope all is well.
>

> On Wed, Apr 5, 2023 at 9:04 PM Carol Araujo <caraujo@beaumontusd.k12.ca.us> wrote:

>
>> Hi Mays,
>>
>> Francinni BCCd the Board.
>>
>>
>>

>> On Wed, Apr 5, 2023 at 12:01 PM Mays Kakish <mkakish@beaumontusd.k12.ca.us> wrote:

>>
>>> Carol can you send this response to the board to let them know that we
>>> responded to all the parents that requested this with this message

>>>
>>> ----- Forwarded message -----
>>> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
>>> Date: Wed, Apr 5, 2023 at 6:54 PM
>>> Subject: Fwd: BUSD LGBTQ School Board Policy
>>> To: <jorgina_lukacs@yahoo.com>
>>>

>>>

>>> Hi Jorgina,

>>>

>>> On behalf of the Board of Trustees and Superintendent Kakish, we want to

>>> thank you for reaching out to us and advocating for our students and staff.

>>> We believe it is essential that each and every one of our students, staff,

>>> and families develop a strong sense of belonging in our schools.

>>>

>>> To that end, we want to take this opportunity to share that the Beaumont

>>> Unified School District already has policy

>>>

<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

>>> and procedures

>>>

<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf> in

>>> place that specifically prohibits harassment and discrimination based on

>>> gender identity and gender expression. Additionally, we have a policy that

>>> addresses intolerable hate-motivated behavior.

>>>

<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

>>>

>>> To support our beliefs and policies, our District has recently been

>>> engaged in the following to support all students and staff:

>>>

>>> - *Opening Doors for Diversity, Equity, and Access* professional

>>> development by Trudy Arriaga - District Leadership Team and Site Leadership.

>>> - Our schools facilitate student clubs that promote diversity,

>>> equity, and access.

>>> - Our schools also promote kindness campaigns (our Campaign

calendar
>>> is attached).
>>>
>>> We look forward to collaborating with you in continuing to
grow in our
>>> efforts to create a strong sense of community for all in our
schools.
>>>
>>> Francinni Zabata
>>>
>>> Communications Officer
>>> Beaumont Unified School District
>>> D: (951) 797-5325
>>> C: (509) 432-9184
>>> fزاباتا@beaumontusd.k12.ca.us
>>> www.beaumontusd.us
>>>
>>> *Statement of Confidentiality:* The contents of this e-mail
message and
>>> any attachments are intended solely for the addressee. The
information may
>>> also be confidential and/or legally privileged. This
transmission is sent
>>> for the sole purpose of delivery to the intended recipient.
If you have
>>> received this transmission in error, any use, reproduction,
or
>>> dissemination of this transmission is strictly prohibited.
If you are not
>>> the intended recipient, please immediately notify the sender
by
>>> reply e-mail, send a copy to fزاباتا@beaumontusd.k12.ca.us
and delete
>>> this message and its attachments, if any. E-mail is covered
by the
>>> Electronic Communications Privacy Act, 18 USC SS 2510-2521
and is legally
>>> protected.
>>>
>>>
>>> ----- Forwarded message -----
>>> From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
>>> Date: Wed, Mar 29, 2023 at 11:32 AM
>>> Subject: BUSD LGBTQ School Board Policy
>>> To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,

>>> Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
>>> dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
>>> mwilliamson@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
>>> jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us
>>> <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
>>> mkakish@beaumontusd.k12.ca.us>

>>>

>>>

>>> Good Afternoon,

>>>

>>> As a concerned parent of two students who attend school in
the Beaumont

>>> Unified School District, I am writing to you regarding the
safety of

>>> students and staff who identify as members of the LGBTQ
community. With the

>>> growing discrimination these students and staff members
face, it has come

>>> to my attention that there isn't an enumerated policy in
place protecting

>>> the members of this community. Members of the LGBTQ
community frequently

>>> experience bullying, and discrimination based on their
sexual orientation

>>> and gender identity at school. According to the article
"Promoting

>>> School Safety for LGBTQ and All Students"

>>>

>>> <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,

>>> enumerated policies should be adopted by school districts as
they are

>>> essential in creating safety in schools for students and
staff members.

>>> Enumerated policies are policies that explicitly list
characteristics or

>>> traits of students that may be the subject of bullying and
harassment at

>>> school.

>>>

>>> Multiple studies, both nationally and internationally (Meyer
et al.,

>>> 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw
>>> et al., 2020
>>> <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>
>>> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have
>>> confirmed that enumerated policies regarding members
belonging to the LGBTQ
>>> community are associated with feeling safer in school and
experience less
>>> identity-based victimization.
>>>
>>> Please implement enumerated policies that help your LGBTQ
students and
>>> staff feel supported by their school district. Promoting
school safety
>>> through such policies will help Beaumont's LGBTQ students
and staff not
>>> only feel protected but supported.
>>>
>>> I know all of the BUSD Trustees feel strongly about students
and their
>>> education or else you wouldn't have run for your positions.
Please, help
>>> our LGBTQ students and staff members feel safe and protected
by adopting
>>> the appropriate enumerated policies.
>>>
>>>
>>> Kindest Regards,
>>>
>>> Jorgina Lukacs
>>> --
>>>
>>> * _____ *>>>
>>> Mays Kakish
>>>
>>> Superintendent
>>>
>>> Beaumont Unified School District
>>>
>>> P.O. Box 187 / 350 W. Brookside Ave.
>>>
>>> Beaumont, CA 92223
>>>

>>>
>>> 951.797.5324 office
>>>
>>> 951.845.2319 fax
>>>
>>>
>>> <<https://www.facebook.com/BeaumontUSD>>
>>> <https://twitter.com/Beaumont_SD>
>>> <https://www.instagram.com/beaumont_usd/>
>>> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>
>>>
>> --
>
> * _____ *
>
> Mays Kakish
>
> Superintendent
>
> Beaumont Unified School District
>
> P.O. Box 187 / 350 W. Brookside Ave.
>
> Beaumont, CA 92223
>
>
> 951.797.5324 office
>
> 951.845.2319 fax
>
>
> <<https://www.facebook.com/BeaumontUSD>>
> <https://twitter.com/Beaumont_SD>
> <https://www.instagram.com/beaumont_usd/>
> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>
>

Date:	Wed 05 Apr 2023 12:05:57 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	5672266311

Great thank you
Hope all is well.

On Wed, Apr 5, 2023 at 9:04 PM Carol Araujo
<caraujo@beaumontusd.k12.ca.us>
wrote:

> Hi Mays,
>
> Francinni BCCd the Board.
>
>
>
>
> On Wed, Apr 5, 2023 at 12:01 PM Mays Kakish
<mkakish@beaumontusd.k12.ca.us>
> wrote:
>
>> Carol can you send this response to the board to let them
know that we
>> responded to all the parents that requested this with this
message
>>
>> ----- Forwarded message -----
>> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
>> Date: Wed, Apr 5, 2023 at 6:54 PM
>> Subject: Fwd: BUSD LGBTQ School Board Policy
>> To: <jorgina_lukacs@yahoo.com>
>>
>>
>> Hi Jorgina,
>>
>> On behalf of the Board of Trustees and Superintendent Kakish,
we want to
>> thank you for reaching out to us and advocating for our
students and staff.
>> We believe it is essential that each and every one of our
students, staff,

>> and families develop a strong sense of belonging in our schools.

>>

>> To that end, we want to take this opportunity to share that the Beaumont

>> Unified School District already has policy

>>

<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

>> and procedures

>>

<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf> in

>> place that specifically prohibits harassment and discrimination based on

>> gender identity and gender expression. Additionally, we have a policy that

>> addresses intolerable hate-motivated behavior.

>>

<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

>>

>> To support our beliefs and policies, our District has recently been

>> engaged in the following to support all students and staff:

>>

>> - *Opening Doors for Diversity, Equity, and Access* professional

>> development by Trudy Arriaga - District Leadership Team and Site Leadership.

>> - Our schools facilitate student clubs that promote diversity,

>> equity, and access.

>> - Our schools also promote kindness campaigns (our Campaign calendar

>> is attached).

>>

>> We look forward to collaborating with you in continuing to grow in our

>> efforts to create a strong sense of community for all in our schools.

>>

>> Francinni Zabata

>>
>> Communications Officer
>> Beaumont Unified School District
>> D: (951) 797-5325
>> C: (509) 432-9184
>> fزاباتا@beaumontusd.k12.ca.us
>> www.beaumontusd.us
>>
>> *Statement of Confidentiality:* The contents of this e-mail
message and
>> any attachments are intended solely for the addressee. The
information may
>> also be confidential and/or legally privileged. This
transmission is sent
>> for the sole purpose of delivery to the intended recipient.
If you have
>> received this transmission in error, any use, reproduction,
or
>> dissemination of this transmission is strictly prohibited. If
you are not
>> the intended recipient, please immediately notify the sender
by
>> reply e-mail, send a copy to fزاباتا@beaumontusd.k12.ca.us
and delete
>> this message and its attachments, if any. E-mail is covered
by the
>> Electronic Communications Privacy Act, 18 USC SS 2510-2521
and is legally
>> protected.

>>
>>
>> ----- Forwarded message -----
>> From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
>> Date: Wed, Mar 29, 2023 at 11:32 AM
>> Subject: BUSD LGBTQ School Board Policy
>> To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
>> Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
>> dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
>> mwilliamson@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
>> jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
>> studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
>> mkakish@beaumontusd.k12.ca.us>

>>
>>
>> Good Afternoon,
>>
>> As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School Safety for LGBTQ and All Students"

>>
>> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>, enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members. Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

>>
>> Multiple studies, both nationally and internationally (Meyer et al., 2019) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>, (Kosciw et al., 2020) https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf ; Kull et al., 2016) <https://psycnet.apa.org/record/2016-59420-004> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and

experience less
>> identity-based victimization.
>>
>> Please implement enumerated policies that help your LGBTQ
students and
>> staff feel supported by their school district. Promoting
school safety
>> through such policies will help Beaumont's LGBTQ students and
staff not
>> only feel protected but supported.
>>
>> I know all of the BUSD Trustees feel strongly about students
and their
>> education or else you wouldn't have run for your positions.
Please, help
>> our LGBTQ students and staff members feel safe and protected
by adopting
>> the appropriate enumerated policies.
>>
>>
>> Kindest Regards,
>>
>> Jorgina Lukacs
>> --
>>
>> * _____ *>>
>> Mays Kakish
>>
>> Superintendent
>>
>> Beaumont Unified School District
>>
>> P.O. Box 187 / 350 W. Brookside Ave.
>>
>> Beaumont, CA 92223
>>
>>
>> 951.797.5324 office
>>
>> 951.845.2319 fax
>>
>>
>> <<https://www.facebook.com/BeaumontUSD>>
>> <https://twitter.com/Beaumont_SD>
>> <https://www.instagram.com/beaumont_usd/>

>> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYkbbk8g>>

>>

> --

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYkbbk8g>>

Date:	Wed 05 Apr 2023 12:05:57 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7440479343

Great thank you
Hope all is well.

On Wed, Apr 5, 2023 at 9:04 PM Carol Araujo
<caraujo@beaumontusd.k12.ca.us>
wrote:

> Hi Mays,
>
> Francinni BCCd the Board.
>
>
>
>
> On Wed, Apr 5, 2023 at 12:01 PM Mays Kakish
<mkakish@beaumontusd.k12.ca.us>
> wrote:
>
>> Carol can you send this response to the board to let them
know that we
>> responded to all the parents that requested this with this
message
>>
>> ----- Forwarded message -----
>> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
>> Date: Wed, Apr 5, 2023 at 6:54 PM
>> Subject: Fwd: BUSD LGBTQ School Board Policy
>> To: <jorgina_lukacs@yahoo.com>
>>
>>
>> Hi Jorgina,
>>
>> On behalf of the Board of Trustees and Superintendent Kakish,
we want to
>> thank you for reaching out to us and advocating for our
students and staff.
>> We believe it is essential that each and every one of our
students, staff,

>> and families develop a strong sense of belonging in our schools.

>>

>> To that end, we want to take this opportunity to share that the Beaumont

>> Unified School District already has policy

>>

<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

>> and procedures

>>

<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf> in

>> place that specifically prohibits harassment and discrimination based on

>> gender identity and gender expression. Additionally, we have a policy that

>> addresses intolerable hate-motivated behavior.

>>

<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

>>

>> To support our beliefs and policies, our District has recently been

>> engaged in the following to support all students and staff:

>>

>> - *Opening Doors for Diversity, Equity, and Access* professional

>> development by Trudy Arriaga - District Leadership Team and Site Leadership.

>> - Our schools facilitate student clubs that promote diversity,

>> equity, and access.

>> - Our schools also promote kindness campaigns (our Campaign calendar

>> is attached).

>>

>> We look forward to collaborating with you in continuing to grow in our

>> efforts to create a strong sense of community for all in our schools.

>>

>> Francinni Zabata

>>
>> Communications Officer
>> Beaumont Unified School District
>> D: (951) 797-5325
>> C: (509) 432-9184
>> fزاباتا@beaumontusd.k12.ca.us
>> www.beaumontusd.us
>>
>> *Statement of Confidentiality:* The contents of this e-mail message and
>> any attachments are intended solely for the addressee. The information may
>> also be confidential and/or legally privileged. This transmission is sent
>> for the sole purpose of delivery to the intended recipient. If you have
>> received this transmission in error, any use, reproduction, or
>> dissemination of this transmission is strictly prohibited. If you are not
>> the intended recipient, please immediately notify the sender by
>> reply e-mail, send a copy to fزاباتا@beaumontusd.k12.ca.us and delete
>> this message and its attachments, if any. E-mail is covered by the
>> Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally
>> protected.

>>
>>
>> ----- Forwarded message -----
>> From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
>> Date: Wed, Mar 29, 2023 at 11:32 AM
>> Subject: BUSD LGBTQ School Board Policy
>> To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
>> Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
>> dsanchez@beaumontusd.k12.ca.us>,
>> mwilliamson@beaumontusd.k12.ca.us <
>> mwilliamson@beaumontusd.k12.ca.us>,
>> jbrown@beaumontusd.k12.ca.us <
>> jbrown@beaumontusd.k12.ca.us>,
>> studentboardmember@beaumontusd.k12.ca.us <
>> studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
>> mkakish@beaumontusd.k12.ca.us>

>>
>>
>> Good Afternoon,
>>
>> As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School Safety for LGBTQ and All Students"

>>
>> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>, enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members. Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

>>
>> Multiple studies, both nationally and internationally (Meyer et al., 2019) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>, (Kosciw et al., 2020) https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf ; Kull et al., 2016) <https://psycnet.apa.org/record/2016-59420-004> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and

experience less
>> identity-based victimization.
>>
>> Please implement enumerated policies that help your LGBTQ
students and
>> staff feel supported by their school district. Promoting
school safety
>> through such policies will help Beaumont's LGBTQ students and
staff not
>> only feel protected but supported.
>>
>> I know all of the BUSD Trustees feel strongly about students
and their
>> education or else you wouldn't have run for your positions.
Please, help
>> our LGBTQ students and staff members feel safe and protected
by adopting
>> the appropriate enumerated policies.
>>
>>
>> Kindest Regards,
>>
>> Jorgina Lukacs
>> --
>>
>> * _____ *>>
>> Mays Kakish
>>
>> Superintendent
>>
>> Beaumont Unified School District
>>
>> P.O. Box 187 / 350 W. Brookside Ave.
>>
>> Beaumont, CA 92223
>>
>>
>> 951.797.5324 office
>>
>> 951.845.2319 fax
>>
>>
>> <<https://www.facebook.com/BeaumontUSD>>
>> <https://twitter.com/Beaumont_SD>
>> <https://www.instagram.com/beaumont_usd/>

>> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYkbbk8g>>

>>

> --

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYkbbk8g>>

Date:	Wed 05 Apr 2023 12:03:33 PM -0700
From:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
To:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	5672266267

Hi Mays,

Francinni BCCd the Board.

On Wed, Apr 5, 2023 at 12:01 PM Mays Kakish
<mkakish@beaumontusd.k12.ca.us>
wrote:

> Carol can you send this response to the board to let them know
> that we
> responded to all the parents that requested this with this
> message

>

> ----- Forwarded message -----

> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>

> Date: Wed, Apr 5, 2023 at 6:54 PM

> Subject: Fwd: BUSD LGBTQ School Board Policy

> To: <jorgina_lukacs@yahoo.com>

>

>

> Hi Jorgina,

>

> On behalf of the Board of Trustees and Superintendent Kakish,
> we want to

> thank you for reaching out to us and advocating for our
> students and staff.

> We believe it is essential that each and every one of our
> students, staff,

> and families develop a strong sense of belonging in our
> schools.

>

> To that end, we want to take this opportunity to share that
> the Beaumont

> Unified School District already has policy

>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

> and procedures

>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf> in

> place that specifically prohibits harassment and discrimination based on

> gender identity and gender expression. Additionally, we have a policy that

> addresses intolerable hate-motivated behavior.

>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

>

> To support our beliefs and policies, our District has recently been

> engaged in the following to support all students and staff:

>

> - *Opening Doors for Diversity, Equity, and Access* professional

> development by Trudy Arriaga - District Leadership Team and Site Leadership.

> - Our schools facilitate student clubs that promote diversity, equity,

> and access.

> - Our schools also promote kindness campaigns (our Campaign calendar

> is attached).

>

> We look forward to collaborating with you in continuing to grow in our

> efforts to create a strong sense of community for all in our schools.

>

> Francinni Zabata

>

> Communications Officer

> Beaumont Unified School District

> D: (951) 797-5325

> C: (509) 432-9184

> fzabata@beaumontusd.k12.ca.us

> www.beaumontusd.us

>
> *Statement of Confidentiality:* The contents of this e-mail
message and
> any attachments are intended solely for the addressee. The
information may
> also be confidential and/or legally privileged. This
transmission is sent
> for the sole purpose of delivery to the intended recipient. If
you have
> received this transmission in error, any use, reproduction, or
> dissemination of this transmission is strictly prohibited. If
you are not
> the intended recipient, please immediately notify the sender
by
> reply e-mail, send a copy to fزاباتا@beaumontusd.k12.ca.us and
delete
> this message and its attachments, if any. E-mail is covered by
the
> Electronic Communications Privacy Act, 18 USC SS 2510-2521 and
is legally
> protected.

>
>
> ----- Forwarded message -----
> From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
> Date: Wed, Mar 29, 2023 at 11:32 AM
> Subject: BUSD LGBTQ School Board Policy
> To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
> Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
> dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
> mwilliamson@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
> jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
> studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
> mkakish@beaumontusd.k12.ca.us>

>
>
> Good Afternoon,
>
> As a concerned parent of two students who attend school in the
Beaumont
> Unified School District, I am writing to you regarding the
safety of

> students and staff who identify as members of the LGBTQ community. With the
> growing discrimination these students and staff members face, it has come
> to my attention that there isn't an enumerated policy in place protecting
> the members of this community. Members of the LGBTQ community frequently
> experience bullying, and discrimination based on their sexual orientation
> and gender identity at school. According to the article "Promoting School
> Safety for LGBTQ and All Students"
>
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
> enumerated policies should be adopted by school districts as they are
> essential in creating safety in schools for students and staff members.
> Enumerated policies are policies that explicitly list characteristics or
> traits of students that may be the subject of bullying and harassment at
> school.
>
> Multiple studies, both nationally and internationally (Meyer et al., 2019)
> <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>,
(Kosciw et al.,
> 2020
> <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>
> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have
> confirmed that enumerated policies regarding members belonging to the LGBTQ
> community are associated with feeling safer in school and experience less
> identity-based victimization.
>
> Please implement enumerated policies that help your LGBTQ students and
> staff feel supported by their school district. Promoting school safety
> through such policies will help Beaumont's LGBTQ students and

staff not
> only feel protected but supported.
>
> I know all of the BUSD Trustees feel strongly about students
and their
> education or else you wouldn't have run for your positions.
Please, help
> our LGBTQ students and staff members feel safe and protected
by adopting
> the appropriate enumerated policies.

>
>
> Kindest Regards,

> Jorgina Lukacs

> --

> * _____ *

> Mays Kakish

> Superintendent

> Beaumont Unified School District

> P.O. Box 187 / 350 W. Brookside Ave.

> Beaumont, CA 92223

> 951.797.5324 office

> 951.845.2319 fax

> <<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

> <https://www.instagram.com/beaumont_usd/>

> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

>

Date:	Wed 05 Apr 2023 12:03:33 PM -0700
From:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
To:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7440479115

Hi Mays,

Francinni BCCd the Board.

On Wed, Apr 5, 2023 at 12:01 PM Mays Kakish
<mkakish@beaumontusd.k12.ca.us>
wrote:

> Carol can you send this response to the board to let them know
> that we
> responded to all the parents that requested this with this
> message

>

> ----- Forwarded message -----

> From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>

> Date: Wed, Apr 5, 2023 at 6:54 PM

> Subject: Fwd: BUSD LGBTQ School Board Policy

> To: <jorgina_lukacs@yahoo.com>

>

>

> Hi Jorgina,

>

> On behalf of the Board of Trustees and Superintendent Kakish,
> we want to

> thank you for reaching out to us and advocating for our
> students and staff.

> We believe it is essential that each and every one of our
> students, staff,

> and families develop a strong sense of belonging in our
> schools.

>

> To that end, we want to take this opportunity to share that
> the Beaumont

> Unified School District already has policy

>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

> and procedures

>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf> in

> place that specifically prohibits harassment and discrimination based on

> gender identity and gender expression. Additionally, we have a policy that

> addresses intolerable hate-motivated behavior.

>

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

>

> To support our beliefs and policies, our District has recently been

> engaged in the following to support all students and staff:

>

> - *Opening Doors for Diversity, Equity, and Access* professional

> development by Trudy Arriaga - District Leadership Team and Site Leadership.

> - Our schools facilitate student clubs that promote diversity, equity,

> and access.

> - Our schools also promote kindness campaigns (our Campaign calendar

> is attached).

>

> We look forward to collaborating with you in continuing to grow in our

> efforts to create a strong sense of community for all in our schools.

>

> Francinni Zabata

>

> Communications Officer

> Beaumont Unified School District

> D: (951) 797-5325

> C: (509) 432-9184

> fzabata@beaumontusd.k12.ca.us

> www.beaumontusd.us

>
> *Statement of Confidentiality:* The contents of this e-mail
message and
> any attachments are intended solely for the addressee. The
information may
> also be confidential and/or legally privileged. This
transmission is sent
> for the sole purpose of delivery to the intended recipient. If
you have
> received this transmission in error, any use, reproduction, or
> dissemination of this transmission is strictly prohibited. If
you are not
> the intended recipient, please immediately notify the sender
by
> reply e-mail, send a copy to fزاباتا@beaumontusd.k12.ca.us and
delete
> this message and its attachments, if any. E-mail is covered by
the
> Electronic Communications Privacy Act, 18 USC SS 2510-2521 and
is legally
> protected.

>
>
> ----- Forwarded message -----
> From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
> Date: Wed, Mar 29, 2023 at 11:32 AM
> Subject: BUSD LGBTQ School Board Policy
> To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
> Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
> dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
> mwilliamson@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
> jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
> studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
> mkakish@beaumontusd.k12.ca.us>

>
>
> Good Afternoon,
>
> As a concerned parent of two students who attend school in the
Beaumont
> Unified School District, I am writing to you regarding the
safety of

> students and staff who identify as members of the LGBTQ community. With the
> growing discrimination these students and staff members face, it has come
> to my attention that there isn't an enumerated policy in place protecting
> the members of this community. Members of the LGBTQ community frequently
> experience bullying, and discrimination based on their sexual orientation
> and gender identity at school. According to the article "Promoting School
> Safety for LGBTQ and All Students"
>
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
> enumerated policies should be adopted by school districts as they are
> essential in creating safety in schools for students and staff members.
> Enumerated policies are policies that explicitly list characteristics or
> traits of students that may be the subject of bullying and harassment at
> school.
>
> Multiple studies, both nationally and internationally (Meyer et al., 2019)
> <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>,
(Kosciw et al.,
> 2020
> <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>
> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have
> confirmed that enumerated policies regarding members belonging to the LGBTQ
> community are associated with feeling safer in school and experience less
> identity-based victimization.
>
> Please implement enumerated policies that help your LGBTQ students and
> staff feel supported by their school district. Promoting school safety
> through such policies will help Beaumont's LGBTQ students and

staff not
> only feel protected but supported.
>
> I know all of the BUSD Trustees feel strongly about students
and their
> education or else you wouldn't have run for your positions.
Please, help
> our LGBTQ students and staff members feel safe and protected
by adopting
> the appropriate enumerated policies.

>
>
> Kindest Regards,

> Jorgina Lukacs

> --

> * _____ *

> Mays Kakish

> Superintendent

> Beaumont Unified School District

> P.O. Box 187 / 350 W. Brookside Ave.

> Beaumont, CA 92223

> 951.797.5324 office

> 951.845.2319 fax

> <<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

> <https://www.instagram.com/beaumont_usd/>

> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

>

Date:	Wed 05 Apr 2023 12:00:52 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	5671673053
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Carol can you send this response to the board to let them know that we responded to all the parents that requested this with this message

----- Forwarded message -----

From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Date: Wed, Apr 5, 2023 at 6:54 PM
Subject: Fwd: BUSD LGBTQ School Board Policy
To: <jorgina_lukacs@yahoo.com>

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policyes//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policyes//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a

policy that addresses intolerable hate-motivated behavior.
<https://beaumontpublic.icschools.org/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzaabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----
From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy
To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School Safety for LGBTQ and All Students" <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>.

enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members.

Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

Multiple studies, both nationally and internationally (Meyer et al., 2019) <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<https://www.facebook.com/BeaumontUSD>

https://twitter.com/Beaumont_SD

https://www.instagram.com/beaumont_usd/

<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 12:00:52 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Carol Araujo <caraujo@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7439950679
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Carol can you send this response to the board to let them know that we responded to all the parents that requested this with this message

----- Forwarded message -----

From: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Date: Wed, Apr 5, 2023 at 6:54 PM
Subject: Fwd: BUSD LGBTQ School Board Policy
To: <jorgina_lukacs@yahoo.com>

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a

policy that addresses intolerable hate-motivated behavior.
<https://beaumontpublic.icschools.com/Reference_Library/ESB_Policies_and_Regulations/Policies/5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by

reply e-mail, send a copy to fzaabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----
From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy
To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School Safety for LGBTQ and All Students" <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>.

enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members.

Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

Multiple studies, both nationally and internationally (Meyer et al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020

<https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>

; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have

confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their

education or else you wouldn't have run for your positions.

Please, help

our LGBTQ students and staff members feel safe and protected by adopting

the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:57:12 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	sonia@colchado.us
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	213608252
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <

slara@beaumontusd.k12.ca.us>,
<mwilliamson@beaumontusd.k12.ca.us>, David
Sanchez <dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>
for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:57:12 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	sonia@colchado.us
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	3450811120
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <

slara@beaumontusd.k12.ca.us>,
<mwilliamson@beaumontusd.k12.ca.us>, David
Sanchez <dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>
for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:57:12 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	sonia@colchado.us
Cc:	
Bcc:	mwilliamson@beaumontusd.k12.ca.us, dsanchez@beaumontusd.k12.ca.us, studentboardmember@beaumontusd.k12.ca.us, jbrown@beaumontusd.k12.ca.us, slara@beaumontusd.k12.ca.us, caraujo@beaumontusd.k12.ca.us, mkakish@beaumontusd.k12.ca.us, sdmitchell@beaumontusd.k12.ca.us
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9153535966
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>

[f>](#)

for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:57:12 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	sonia@colchado.us
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	5671670461
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <

slara@beaumontusd.k12.ca.us>,
<mwilliamson@beaumontusd.k12.ca.us>, David
Sanchez <dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>
for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:57:12 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	sonia@colchado.us
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7439947233
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <

slara@beaumontusd.k12.ca.us>,
<mwilliamson@beaumontusd.k12.ca.us>, David
Sanchez <dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>
for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:57:12 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	sonia@colchado.us
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7439947205
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <

slara@beaumontusd.k12.ca.us>,
<mwilliamson@beaumontusd.k12.ca.us>, David
Sanchez <dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>
for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:57:12 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	sonia@colchado.us
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	524359076
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <

slara@beaumontusd.k12.ca.us>,
<mwilliamson@beaumontusd.k12.ca.us>, David
Sanchez <dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>
for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:57:12 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	sonia@colchado.us
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7439947157
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures

https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in

place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior.

https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <

slara@beaumontusd.k12.ca.us>,
<mwilliamson@beaumontusd.k12.ca.us>, David
Sanchez <dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>
for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:57:12 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	sonia@colchado.us
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	10541472780
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Sonia,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior. https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

***Statement of Confidentiality:** The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Sonia Colchado <>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <

slara@beaumontusd.k12.ca.us>,
<mwilliamson@beaumontusd.k12.ca.us>, David
Sanchez <dsanchez@beaumontusd.k12.ca.us>,
jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central Union High School District
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>
<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.
I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality, Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>
for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:54:07 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	jorgina_lukacs@yahoo.com
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	3450810840
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior. https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy

To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the
Beaumont
Unified School District, I am writing to you regarding the
safety of
students and staff who identify as members of the LGBTQ
community. With the
growing discrimination these students and staff members face, it
has come
to my attention that there isn't an enumerated policy in place
protecting
the members of this community. Members of the LGBTQ community
frequently
experience bullying, and discrimination based on their sexual
orientation
and gender identity at school. According to the article
"Promoting School
Safety for LGBTQ and All Students"
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
enumerated policies should be adopted by school districts as
they are
essential in creating safety in schools for students and staff
members.
Enumerated policies are policies that explicitly list
characteristics or
traits of students that may be the subject of bullying and
harassment at
school.

Multiple studies, both nationally and internationally (Meyer et
al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:54:07 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	jorgina_lukacs@yahoo.com
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	213608200
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy

To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the
Beaumont
Unified School District, I am writing to you regarding the
safety of
students and staff who identify as members of the LGBTQ
community. With the
growing discrimination these students and staff members face, it
has come
to my attention that there isn't an enumerated policy in place
protecting
the members of this community. Members of the LGBTQ community
frequently
experience bullying, and discrimination based on their sexual
orientation
and gender identity at school. According to the article
"Promoting School
Safety for LGBTQ and All Students"
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
enumerated policies should be adopted by school districts as
they are
essential in creating safety in schools for students and staff
members.
Enumerated policies are policies that explicitly list
characteristics or
traits of students that may be the subject of bullying and
harassment at
school.

Multiple studies, both nationally and internationally (Meyer et
al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:54:07 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	jorgina_lukacs@yahoo.com
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	5671670419
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----
From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy

To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the
Beaumont
Unified School District, I am writing to you regarding the
safety of
students and staff who identify as members of the LGBTQ
community. With the
growing discrimination these students and staff members face, it
has come
to my attention that there isn't an enumerated policy in place
protecting
the members of this community. Members of the LGBTQ community
frequently
experience bullying, and discrimination based on their sexual
orientation
and gender identity at school. According to the article
"Promoting School
Safety for LGBTQ and All Students"
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
enumerated policies should be adopted by school districts as
they are
essential in creating safety in schools for students and staff
members.
Enumerated policies are policies that explicitly list
characteristics or
traits of students that may be the subject of bullying and
harassment at
school.

Multiple studies, both nationally and internationally (Meyer et
al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:54:07 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	jorgina_lukacs@yahoo.com
Cc:	
Bcc:	mkakish@beaumontusd.k12.ca.us, dsanchez@beaumontusd.k12.ca.us, mwilliamson@beaumontusd.k12.ca.us, sdmitchell@beaumontusd.k12.ca.us, caraujo@beaumontusd.k12.ca.us, jbrown@beaumontusd.k12.ca.us, slara@beaumontusd.k12.ca.us
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9153535468
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior. https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently

been engaged
in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy
To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the
Beaumont
Unified School District, I am writing to you regarding the
safety of
students and staff who identify as members of the LGBTQ
community. With the
growing discrimination these students and staff members face, it
has come
to my attention that there isn't an enumerated policy in place
protecting
the members of this community. Members of the LGBTQ community
frequently
experience bullying, and discrimination based on their sexual
orientation
and gender identity at school. According to the article
"Promoting School
Safety for LGBTQ and All Students"
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
enumerated policies should be adopted by school districts as
they are
essential in creating safety in schools for students and staff
members.
Enumerated policies are policies that explicitly list
characteristics or
traits of students that may be the subject of bullying and

harassment at
school.

Multiple studies, both nationally and internationally (Meyer et al., 2019) <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:54:07 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	jorgina_lukacs@yahoo.com
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7439946853
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy

To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the
Beaumont
Unified School District, I am writing to you regarding the
safety of
students and staff who identify as members of the LGBTQ
community. With the
growing discrimination these students and staff members face, it
has come
to my attention that there isn't an enumerated policy in place
protecting
the members of this community. Members of the LGBTQ community
frequently
experience bullying, and discrimination based on their sexual
orientation
and gender identity at school. According to the article
"Promoting School
Safety for LGBTQ and All Students"
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
enumerated policies should be adopted by school districts as
they are
essential in creating safety in schools for students and staff
members.
Enumerated policies are policies that explicitly list
characteristics or
traits of students that may be the subject of bullying and
harassment at
school.

Multiple studies, both nationally and internationally (Meyer et
al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:54:07 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	jorgina_lukacs@yahoo.com
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7439947141
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy

To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the
Beaumont
Unified School District, I am writing to you regarding the
safety of
students and staff who identify as members of the LGBTQ
community. With the
growing discrimination these students and staff members face, it
has come
to my attention that there isn't an enumerated policy in place
protecting
the members of this community. Members of the LGBTQ community
frequently
experience bullying, and discrimination based on their sexual
orientation
and gender identity at school. According to the article
"Promoting School
Safety for LGBTQ and All Students"
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
enumerated policies should be adopted by school districts as
they are
essential in creating safety in schools for students and staff
members.
Enumerated policies are policies that explicitly list
characteristics or
traits of students that may be the subject of bullying and
harassment at
school.

Multiple studies, both nationally and internationally (Meyer et
al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:54:07 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	jorgina_lukacs@yahoo.com
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	10541472704
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy

To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the
Beaumont
Unified School District, I am writing to you regarding the
safety of
students and staff who identify as members of the LGBTQ
community. With the
growing discrimination these students and staff members face, it
has come
to my attention that there isn't an enumerated policy in place
protecting
the members of this community. Members of the LGBTQ community
frequently
experience bullying, and discrimination based on their sexual
orientation
and gender identity at school. According to the article
"Promoting School
Safety for LGBTQ and All Students"
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
enumerated policies should be adopted by school districts as
they are
essential in creating safety in schools for students and staff
members.
Enumerated policies are policies that explicitly list
characteristics or
traits of students that may be the subject of bullying and
harassment at
school.

Multiple studies, both nationally and internationally (Meyer et
al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:54:07 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	jorgina_lukacs@yahoo.com
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7439946999
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Jorgina,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policies//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site

Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy

To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the
Beaumont
Unified School District, I am writing to you regarding the
safety of
students and staff who identify as members of the LGBTQ
community. With the
growing discrimination these students and staff members face, it
has come
to my attention that there isn't an enumerated policy in place
protecting
the members of this community. Members of the LGBTQ community
frequently
experience bullying, and discrimination based on their sexual
orientation
and gender identity at school. According to the article
"Promoting School
Safety for LGBTQ and All Students"
<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,
enumerated policies should be adopted by school districts as
they are
essential in creating safety in schools for students and staff
members.
Enumerated policies are policies that explicitly list
characteristics or
traits of students that may be the subject of bullying and
harassment at
school.

Multiple studies, both nationally and internationally (Meyer et
al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

Skipping attachment 1 of 1 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:51:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	kimberlyrstarrs@gmail.com
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	3450810716
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Kimberly,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior. https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional

development by Trudy Arriaga - District Leadership Team and Site Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.

- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

Skipping attachment 1 of 2 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Skipping attachment 2 of 2 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:51:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	kimberlyrstarrs@gmail.com
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	213608174
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Kimberly,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior. https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional

development by Trudy Arriaga - District Leadership Team and Site Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.

- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstars@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

Skipping attachment 1 of 2 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Skipping attachment 2 of 2 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:51:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	kimberlyrstarrs@gmail.com
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	5671670373
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Kimberly,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior. https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional

development by Trudy Arriaga - District Leadership Team and Site Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.

- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

Skipping attachment 1 of 2 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Skipping attachment 2 of 2 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:51:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	kimberlyrstarrs@gmail.com
Cc:	
Bcc:	mkakish@beaumontusd.k12.ca.us, caraujo@beaumontusd.k12.ca.us, studentboardmember@beaumontusd.k12.ca.us, jbrown@beaumontusd.k12.ca.us, sdmitchell@beaumontusd.k12.ca.us, dsanchez@beaumontusd.k12.ca.us, slara@beaumontusd.k12.ca.us, mwilliamson@beaumontusd.k12.ca.us
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	9153535408
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Kimberly,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures

https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in

place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior.

https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf

<s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>>

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional development by Trudy Arriaga - District Leadership Team and Site Leadership.
- Our schools facilitate student clubs that promote diversity, equity, and access.
- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic

Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board. I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

Skipping attachment 1 of 2 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Skipping attachment 2 of 2 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:51:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	kimberlyrstarrs@gmail.com
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	7439947023
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Kimberly,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional

development by Trudy Arriaga - District Leadership Team and Site Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.

- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

Skipping attachment 1 of 2 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Skipping attachment 2 of 2 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:51:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	kimberlyrstarrs@gmail.com
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	7439946843
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Kimberly,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional

development by Trudy Arriaga - District Leadership Team and Site Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.

- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstars@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

Skipping attachment 1 of 2 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Skipping attachment 2 of 2 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:51:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	kimberlyrstarrs@gmail.com
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	524358906
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Kimberly,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior. https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional

development by Trudy Arriaga - District Leadership Team and Site Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.

- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

Skipping attachment 1 of 2 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Skipping attachment 2 of 2 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:51:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	kimberlyrstarrs@gmail.com
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	10541472494
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Kimberly,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont

Unified School District already has policy

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf>

and procedures

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf>

in

place that specifically prohibits harassment and discrimination based on

gender identity and gender expression. Additionally, we have a policy that

addresses intolerable hate-motivated behavior.

<https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf>

To support our beliefs and policies, our District has recently been engaged

in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional

development by Trudy Arriaga - District Leadership Team and Site Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.

- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstars@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

Skipping attachment 1 of 2 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Skipping attachment 2 of 2 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:51:21 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	kimberlyrstarrs@gmail.com
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	7439946971
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

Hi Kimberly,

On behalf of the Board of Trustees and Superintendent Kakish, we want to thank you for reaching out to us and advocating for our students and staff.

We believe it is essential that each and every one of our students, staff, and families develop a strong sense of belonging in our schools.

To that end, we want to take this opportunity to share that the Beaumont Unified School District already has policy https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20BP%20Nondiscrimination%20and%20Harassment..pdf and procedures

https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.3%20AR%20Nondiscrimination%20and%20Harassment..pdf in

place that specifically prohibits harassment and discrimination based on gender identity and gender expression. Additionally, we have a policy that addresses intolerable hate-motivated behavior.

https://beaumontpublic.ic-board.com/Reference_Library/ESB_Policies_and_Regulations/Policy_s//5145.9%20BP%20Hate-Motivated%20Behavior.pdf

To support our beliefs and policies, our District has recently been engaged in the following to support all students and staff:

- *Opening Doors for Diversity, Equity, and Access* professional

development by Trudy Arriaga - District Leadership Team and Site Leadership.

- Our schools facilitate student clubs that promote diversity, equity, and access.

- Our schools also promote kindness campaigns (our Campaign calendar is attached).

We look forward to collaborating with you in continuing to grow in our efforts to create a strong sense of community for all in our schools.

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

Skipping attachment 1 of 2 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Skipping attachment 2 of 2 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Wed 05 Apr 2023 09:34:15 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	9153534262

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----
From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>,

jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>, Cc:
<studentboardmember@beaumontusd.k12.ca.us>,
Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board. I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

--

Date:	Wed 05 Apr 2023 09:34:15 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	9153534282

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----
From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>,

jbrown@beaumontusd.k12.ca.us <
jbrown@beaumontusd.k12.ca.us>, Cc:
<studentboardmember@beaumontusd.k12.ca.us>,
Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to help safeguard their rights.

A safe and welcoming environment will foster learning across the board. I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

--

Date:	Mon 03 Apr 2023 10:35:41 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Lori Mueller <lori.mueller@donovan-group.com>
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	9145009312
Attachment:	5145.3 AR Nondiscrimination and Harassment. (5).pdf
Attachment:	5145.3 BP Nondiscrimination and Harassment. (4).pdf
Attachment:	Opening Doors Beaumont USD May 2022.pptx
Attachment:	Campaigns_Heritage Celebrations 2022-23 School Year.pdf

FYI...

Francinni Zabata

Communications Officer
 Beaumont Unified School District
 D: (951) 797-5325
 C: (509) 432-9184
 fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Bobbi Burnett <bburnett@beaumontusd.k12.ca.us>
Date: Fri, Mar 31, 2023 at 1:26 PM
Subject: Re: LGBTQ+ inclusive policy
To: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc: Ebon Brown <ebrown@beaumontusd.k12.ca.us>

Hello Francinni,

We currently have a board policy that includes nondiscrimination and harassment for students that specifically mentions our LGBTQ+ students.

This BP and AR is attached. We also had training this year by Trudy

Arriaga: Opening Doors for Diversity, Equity and Access that our District

Leadership team received training on as well as our Site Leadership. The

presentation is attached to this email. Furthermore, our sites also

have clubs on their campuses that promote diversity, equity and access: BHS

has several clubs (MECHA, BSU, LGBTQ+ - I believe (we can confirm with BHS

staff), Best Buddies, etc). I know that MVMS has a club called Be you (I

believe that is the name). We also have kindness campaigns, SEL day and

several other celebrations annually that promote this (our Campaign

calendar is attached). Also, next school year I am looking forward to

providing training offered by RCOE that will be focused on LGBTQ+ Education

Code for admin and counselors.

Please let me know if you need additional information to send to the

Donovan group.

Thank you,

Bobbi Burnett Ed.D.

Director of Student Services

350 W. Brookside Ave. / P.O. Box 187

Beaumont, CA 92223

(951) 845-1631 Ext. 005344

bburnett@beaumontusd.k12.ca.us

Statement of Confidentiality: This message and any attachments may contain confidential information. It is solely for the use of the intended recipient. If you are not an intended recipient, you are hereby notified that you received this email in error. The information may also be confidential and/or legally privileged. Any use, review, disclosure, reproduction, distribution, copying of, or reliance on, this email and any attachment is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply email and delete this message and any attachments. Thank you for your cooperation. Email is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally privileged.

On Fri, Mar 31, 2023 at 10:52 AM Bobbi Burnett <bburnett@beaumontusd.k12.ca.us> wrote:

> Hi Francinni,

>

> I'm here Tuesday and Wednesday but am in training until 3:30 both days.

> Can we meet up after?

>

> On Fri, Mar 31, 2023 at 10:44 AM Francinni Zabata <

> fزاباتا@beaumontusd.k12.ca.us> wrote:

>

>> Hi Bobbi,

>>
>> Mays would like for you and me to work on a response for
this. Are you
>> here next week?
>>
>> Thank you,
>>
>> Francinni Zabata
>>
>> Communications Officer
>> Beaumont Unified School District
>> D: (951) 797-5325
>> C: (509) 432-9184
>> fzabata@beaumontusd.k12.ca.us
>> www.beaumontusd.us
>>
>> *Statement of Confidentiality:* The contents of this e-mail
message and
>> any attachments are intended solely for the addressee. The
information may
>> also be confidential and/or legally privileged. This
transmission is sent
>> for the sole purpose of delivery to the intended recipient.
If you have
>> received this transmission in error, any use, reproduction,
or
>> dissemination of this transmission is strictly prohibited. If
you are not
>> the intended recipient, please immediately notify the sender
by
>> reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us
and delete
>> this message and its attachments, if any. E-mail is covered
by the
>> Electronic Communications Privacy Act, 18 USC SS 2510-2521
and is legally
>> protected.
>>
>>
>>
>>
>> ----- Forwarded message -----
>> From: Mays Kakish <mkakish@beaumontusd.k12.ca.us>
>> Date: Thu, Mar 30, 2023 at 4:32 PM
>> Subject: Fwd: LGBTQ+ inclusive policy
>> To: Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata

<
>> fزاباتا@beaumontusd.k12.ca.us>
>>
>>
>> Let's work on a response to this email
>>
>> ----- Forwarded message -----
>> From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
>> Date: Thu, Mar 30, 2023 at 3:58 PM
>> Subject: LGBTQ+ inclusive policy
>> To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <
>> slara@beaumontusd.k12.ca.us>,
>> <mwilliamson@beaumontusd.k12.ca.us>, David
>> Sanchez <dsanchez@beaumontusd.k12.ca.us>,
>> jbrown@beaumontusd.k12.ca.us <
>> jbrown@beaumontusd.k12.ca.us>, Cc: <
>> studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
>> mkakish@beaumontusd.k12.ca.us>
>>
>>
>> I'm a parent from Beaumont USD and I'm asking for Beaumont
USD to adopt a
>> policy that supports the safety, well-being, and rights of
LGBTQ+
>> students, faculty, and staff. If the board is committed to
promoting a
>> positive school climate, it is imperative that the board take
action to
>> ensure the safety and well-being of LGBTQ+ students,
teachers, and staff,
>> There is an alarming rise of homophobia, transphobia, and
xenophobia across
>> the county, but in California, we are proud of our status of
leading the
>> nation in human-centric policies to ensure the well-being of
our residents.
>> Beaumont should be no different. Diversity is the strength of
a community,
>> and we should fully embrace our LGBTQ+ neighbors with
inclusive policies to
>> help safeguard their rights.
>>
>> A safe and welcoming environment will foster learning across
the board.
>> I've attached a study from 2010 about safe environments for
LGBTQ+ students

>> and how inclusive policies enhance learning. I appreciate
your
>> consideration of the adoption of inclusive policies for our
district.

>>

>> Sincerely,

>>

>> Kimberly Starrs

>> --

>>

>> * _____ *

>>

>> Mays Kakish

>>

>> Superintendent

>>

>> Beaumont Unified School District

>>

>> P.O. Box 187 / 350 W. Brookside Ave.

>>

>> Beaumont, CA 92223

>>

>>

>> 951.797.5324 office

>>

>> 951.845.2319 fax

>>

>>

>> <<https://www.facebook.com/BeaumontUSD>>

>> <https://twitter.com/Beaumont_SD>

>> <https://www.instagram.com/beaumont_usd/>

>> <<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

>>

> --

> *Bobbi Burnett Ed.D.*

>

> Director of Student Services

>

> 350 W. Brookside Ave. / P.O. Box 187

>

> Beaumont, CA 92223

>

> (951) 845-1631 Ext. 005344

>

> bburnett@beaumontusd.k12.ca.us

>

> *Statement of Confidentiality:* This message and any
> attachments may
> contain confidential information. It is solely for the use of
> the intended
> recipient. If you are not an intended recipient, you are
> hereby notified
> that you received this email in error. The information may
> also be
> confidential and/or legally privileged. Any use, review,
> disclosure,
> reproduction, distribution, copying of, or reliance on, this
> email and any
> attachment is strictly prohibited. If you are not the intended
> recipient,
> please immediately notify the sender by reply email and delete
> this message
> and any attachments. Thank you for your cooperation. Email is
> covered by
> the Electronic Communications Privacy Act, 18 USC SS 2510-2521
> and is
> legally privileged.
>
>
>

5145.3 AR Nondiscrimination and Harassment. (5).pdf

NONDISCRIMINATION/HARASSMENT

The District designates the individual(s) identified below as the employee(s) responsible for coordinating the District's efforts to comply with applicable state and federal civil rights laws, including Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, and the Age Discrimination Act of 1975, and to answer inquiries regarding the District's nondiscrimination policies. The individual(s) shall also serve as the compliance officer(s) specified in AR 1312.3 - Uniform Complaint Procedures as the responsible employee to handle complaints alleging unlawful discrimination targeting a student, including discriminatory harassment, intimidation, or bullying, based on the student's actual or perceived race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, genetic information, or any other legally protected status or association with a person or group with one or more of these actual or perceived characteristics. The coordinator/compliance officer(s) may be contacted at: (Education Code 234.1; 5 CCR 4621)

Assistant Superintendent of Instructional Support Services
350 W. Brookside Ave.
Beaumont, CA 92223
(951) 845-1631

(cf. 1312.1 - Complaints Concerning District Employees)
(cf. 1312.3 - Uniform Complaint Procedures)

Measures to Prevent Discrimination

To prevent unlawful discrimination, including discriminatory harassment, intimidation, retaliation, and bullying, of students at District schools or in school activities and to ensure equal access of all students to the educational program, the Superintendent or designee shall implement the following measures:

1. Publicize the District's nondiscrimination policy and related complaint procedures, including the coordinator/compliance officer's contact information, to students, parents/guardians, employees, volunteers, and the general public by posting them on the District's web site and other prominent locations and providing easy access to them through District-supported social media, when available.
2. Post in a prominent and conspicuous location on the District and school web sites information regarding Title IX prohibitions against discrimination based on a student's sex, gender, gender identity, pregnancy, and parental status, including the following: (Education Code 221.61)

NONDISCRIMINATION/HARASSMENT (continued)

- a. The name and contact information of the District's Title IX coordinator, including the phone number and email address
- b. The rights of students and the public and the responsibilities of the District under Title IX, including a list of rights as specified in Education Code 221.8 and web links to information about those rights and responsibilities located on the web sites of the Office for Equal Opportunity and the U.S. Department of Education's Office for Civil Rights (OCR)
- c. A description of how to file a complaint of noncompliance with Title IX in accordance with AR 1312.3 – Uniform Complaint Procedures, which shall include:
 - (1) An explanation of the statute of limitations within which a complaint must be filed after an alleged incident of discrimination has occurred and how a complaint may be filed beyond the statute of limitations
 - (2) An explanation of how the complaint will be investigated and how the complainant may further pursue the complaint, including web links to this information on the OCR's web site
 - (3) A web link to the OCR complaints form and the contact information for the office, including phone number and email address for the office

(cf. 1113 - District and School Web Sites)

(cf. 1114 - District-Sponsored Social Media)

3. Provide to students a handbook that contains age-appropriate information that clearly describes the District's nondiscrimination policy, procedures for filing a complaint, and resources available to students who feel that they have been the victim of any such behavior. (Education Code 234.1)
4. Annually notify all students and parents/guardians of the District's nondiscrimination policy, including its responsibility to provide a safe, nondiscriminatory school environment for all students, including transgender and gender-nonconforming students. The notice shall inform students and parents/guardians that they may request to meet with the compliance officer to determine how best to accommodate or resolve concerns that may arise from the District's implementation of its nondiscrimination policies. The notice shall also inform all students and parents/guardians that, to the extent possible, the District will address any individual student's interests and concerns in private.

(cf. 5145.6 - Parental Notifications)

NONDISCRIMINATION/HARASSMENT (continued)

5. The Superintendent or designee shall ensure that students and parents/guardians, including those with limited English proficiency, are notified of how to access the relevant information provided in the District's nondiscrimination policy and related complaint procedures, notices, and forms in a language they can understand.

If 15 percent or more of students enrolled in a particular District school speak a single primary language other than English, the District's policy, regulation, forms, and notices concerning nondiscrimination shall be translated into that language in accordance with Education Code 234.1 and 48985. In all other instances, the District shall ensure meaningful access to all relevant information for parents/guardians with limited English proficiency.

6. Provide to students, employees, volunteers, and parents/guardians age-appropriate training and information regarding the District's nondiscrimination policy; what constitutes prohibited discrimination, including discriminatory harassment, intimidation, retaliation, or bullying; how and to whom a report of an incident should be made; and how to guard against segregating or stereotyping students when providing instruction, guidance, supervision, or other services to them. Such training and information shall include details of guidelines the District may use to provide a discrimination-free environment for all District students, including transgender and gender-nonconforming students.

(cf. 1240 - Volunteer Assistance)

(cf. 4131 - Staff Development)

(cf. 4231 - Staff Development)

(cf. 4331 - Staff Development)

7. At the beginning of each school year, inform school employees that any employee who witnesses any act of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, against a student is required to intervene if it is safe to do so. (Education Code 234.1)
8. At the beginning of each school year, inform each principal or designee of the District's responsibility to provide appropriate assistance or resources to protect students from threatened or potentially discriminatory behavior and ensure their privacy rights.

Enforcement of District Policy

The Superintendent or designee shall take appropriate actions to reinforce BP 5145.3 - Nondiscrimination/Harassment. As needed, these actions may include any of the following:

1. Removing vulgar or offending graffiti

NONDISCRIMINATION/HARASSMENT (continued)

(cf. 5131.5 - Vandalism and Graffiti)

2. Providing training to students, staff, and parents/guardians about how to recognize unlawful discrimination, how to report it or file a complaint, and how to respond
3. Disseminating and/or summarizing the District's policy and regulation regarding unlawful discrimination
4. Consistent with laws regarding the confidentiality of student and personnel records, communicating to students, parents/guardians, and the community the school's response plan to unlawful discrimination or harassment

(cf. 4112.6/4212.6/4312.6 - Personnel Files)

(cf. 4119.23/4219.23/4319.23 - Unauthorized Release of Confidential/Privileged Information)

(cf. 5125 - Student Records)

5. Taking appropriate disciplinary action against students, employees, and anyone determined to have engaged in wrongdoing in violation of District policy, including any student who is found to have filed a complaint of discrimination that he/she knew was not true

(cf. 4118 - Dismissal/Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

(cf. 5144 - Discipline)

(cf. 5144.1 - Suspension and Expulsion/Due Process)

(cf. 5144.2 - Suspension and Expulsion/Due Process (Students with Disabilities))

(cf. 6159.4 - Behavioral Interventions for Special Education Students)

Process for Initiating and Responding to Complaints

Any student who feels that he/she has been subjected to unlawful discrimination described above or in District policy is strongly encouraged to immediately contact the compliance officer, principal, or any other staff member. In addition, any student who observes any such incident is strongly encouraged to report the incident to the compliance officer or principal, whether or not the alleged victim files a complaint.

Any school employee who observes an incident of unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, or to whom such an incident is reported shall report the incident to the compliance officer or principal within a school day, whether or not the alleged victim files a complaint.

Any school employee who witnesses an incident of unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, shall immediately intervene to stop the incident when it is safe to do so. (Education Code 234.1)

NONDISCRIMINATION/HARASSMENT (continued)

When a verbal report of unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, is made to or received by the principal or compliance officer, he/she shall make a note of the report and encourage the student or parent/guardian to file the complaint in writing, pursuant to the provisions in AR 1312.3 - Uniform Complaint Procedures. Once notified verbally or in writing, the principal or compliance officer shall begin the investigation and shall implement immediate measures necessary to stop the discrimination and ensure that all students have access to the educational program and a safe school environment. Any interim measures adopted to address unlawful discrimination shall, to the extent possible, not disadvantage the complainant or a student who is the victim of the alleged unlawful discrimination.

Any report or complaint alleging unlawful discrimination by the principal, compliance officer, or any other person to whom a report would ordinarily be made or complaint filed shall instead be made to or filed with the Superintendent or designee who shall determine how the complaint will be investigated.

(cf. 5141.4 - Child Abuse Prevention and Reporting)

Transgender and Gender-Nonconforming Students

Gender identity of a student means the student's gender-related identity, appearance, or behavior as determined from the student's internal sense of his/her gender, whether or not that gender-related identity, appearance, or behavior is different from that traditionally associated with the student's physiology or assigned sex at birth.

Gender expression means a student's gender-related appearance and behavior, whether stereotypically associated with the student's assigned sex at birth. (Education Code 210.7)

Gender transition refers to the process in which a student changes from living and identifying as the sex assigned to the student at birth to living and identifying as the sex that corresponds to the student's gender identity.

Gender-nonconforming student means a student whose gender expression differs from stereotypical expectations.

Transgender student means a student whose gender identity is different from the gender he/she was assigned at birth.

NONDISCRIMINATION/HARASSMENT (continued)

Regardless of whether they are sexual in nature, acts of verbal, nonverbal, or physical aggression, intimidation, or hostility that are based on sex, gender identity, or gender expression, or that have the purpose or effect of producing a negative impact on the student's academic performance or of creating an intimidating, hostile, or offensive educational environment are prohibited. Examples of types of conduct which are prohibited in the District and which may constitute gender-based harassment include, but are not limited to:

1. Refusing to address a student by a name and the pronouns consistent with his/her gender identity
2. Disciplining or disparaging a student or excluding him/her from participating in activities for behavior or appearance that is consistent with his/her gender identity or that does not conform to stereotypical notions of masculinity or femininity, as applicable
3. Blocking a student's entry to the restroom that corresponds to his/her gender identity
4. Taunting a student because he/she participates in an athletic activity more typically favored by a student of the other sex
5. Revealing a student's transgender status to individuals who do not have a legitimate need for the information, without the student's consent
6. Use of gender-specific slurs
7. Physical assault of a student motivated by hostility toward him/her because of his/her gender, gender identity, or gender expression

The District's uniform complaint procedures (AR 1312.3) shall be used to report and resolve complaints alleging discrimination against transgender and gender-nonconforming students.

Examples of bases for complaints include, but are not limited to, the above list, as well as improper rejection by the District of a student's asserted gender identity, denial of access to facilities that correspond with a student's gender identity, improper disclosure of a student's transgender status, discriminatory enforcement of a dress code, and other instances of gender-based harassment.

To ensure that transgender and gender-nonconforming students are afforded the same rights, benefits, and protections provided to all students by law and Board policy, the District shall address each situation on a case-by-case basis, in accordance with the following guidelines:

NONDISCRIMINATION/HARASSMENT (continued)

1. **Right to privacy:** A student's transgender or gender-nonconforming status is his/her private information and the District shall only disclose the information to others with the student's prior written consent, except when the disclosure is otherwise required by law or when the District has compelling evidence that disclosure is necessary to preserve the student's physical or mental well-being. In any case, the District shall only allow disclosure of a student's personally identifiable information to employees with a legitimate educational interest as determined by the District pursuant to 34 CFR 99.31. Any District employee to whom a student's transgender or gender-nonconforming status is disclosed shall keep the student's information confidential. When disclosure of a student's gender identity is made to a District employee by a student, the employee shall seek the student's permission to notify the compliance officer. If the student refuses to give permission, the employee shall keep the student's information confidential, unless he/she is required to disclose or report the student's information pursuant to this administrative regulation, and shall inform the student that honoring the student's request may limit the District's ability to meet the student's needs related to his/her status as a transgender or gender-nonconforming student. If the student permits the employee to notify the compliance officer, the employee shall do so within three school days.

As appropriate given the student's need for support, the compliance officer may discuss with the student any need to disclose the student's transgender or gender-nonconformity status or gender identity or gender expression to his/her parents/guardians and/or others, including other students, teacher(s), or other adults on campus. The District shall offer support services, such as counseling, to students who wish to inform their parents/guardians of their status and desire assistance in doing so.

(cf. 1340 - Access to District Records)

(cf. 3580 - District Records)

2. **Determining a Student's Gender Identity:** The compliance officer shall accept the student's assertion of his/her gender identity and begin to treat the student consistent with his/her gender identity unless District personnel present a credible and supportable basis for believing that the student's assertion is for an improper purpose.

NONDISCRIMINATION/HARASSMENT (continued)

3. **Addressing a Student's Transition Needs:** The compliance officer shall arrange a meeting with the student and, if appropriate, his/her parents/guardians to identify and develop strategies for ensuring that the student's access to education programs and activities is maintained. The meeting shall discuss the transgender or gender-nonconforming student's rights and how those rights may affect and be affected by the rights of other students and shall address specific subjects related to the student's access to facilities and to academic or educational support programs, services, or activities, including, but not limited to, sports and other competitive endeavors. In addition, the compliance officer shall identify specific school site employee(s) to whom the student may report any problem related to his/her status as a transgender or gender-nonconforming individual, so that prompt action can be taken to address it. Alternatively, if appropriate and desired by the student, the school may form a support team for the student that will meet periodically to assess whether the arrangements for the student are meeting his/her educational needs and providing equal access to programs and activities, educate appropriate staff about the student's transition, and serve as a resource to the student to better protect the student from gender-based discrimination.

4. **Accessibility to Sex-Segregated Facilities, Programs, and Activities:** When the District maintains sex-segregated facilities, such as restrooms and locker rooms, or offers sex-segregated programs and activities, such as physical education classes, intermural sports, and interscholastic athletic programs, students shall be permitted to access facilities and participate in programs and activities consistent with their gender identity. To address any student's privacy concerns in using sex-segregated facilities, the District shall offer available options such as a gender-neutral or single-use restroom or changing area, a bathroom stall with a door, an area in the locker room separated by a curtain or screen, access to a staff member's office, or use of the locker room before or after the other students. However, the District shall not require a student to utilize these options because he/she is transgender or gender-nonconforming. In addition, a student shall be permitted to participate in accordance with his/her gender identity in other circumstances where students are separated by gender, such as for class discussions, yearbook pictures, and field trips. A student's right to participate in a sex-segregated activity in accordance with his/her gender identity shall not render invalid or inapplicable any other eligibility rule established for participation in the activity.

(cf. 6145 - Extracurricular and Cocurricular Activities)

(cf. 6145.2 - Athletic Competition)

(cf. 6153 - School-Sponsored Trips)

(cf. 7110 - Facilities Master Plan)

NONDISCRIMINATION/HARASSMENT (continued)

5. Student Records: A student's legal name or gender as entered on the mandatory student record required pursuant to 5 CCR 432 shall only be changed with proper documentation. However, at the written request of a student or, if appropriate, his/her parents/guardians, the District shall use the student's preferred name and pronouns consistent with his/her gender identity on all other District-related documents. Such preferred name may be added to the student's record and official documents as permitted by law.

(cf. 5125 - Student Records)

(cf. 5125.1 - Release of Directory Information)

6. Names and Pronouns: If a student so chooses, District personnel shall be required to address the student by a name and the pronouns consistent with his/her gender identity, without the necessity of a court order or a change to his/her official District record. However, inadvertent slips or honest mistakes by District personnel in the use of the student's name and/or consistent pronouns will, in general not constitute a violation of this administrative regulation or the accompanying District policy.
7. Uniforms/Dress Code: A student has the right to dress in a manner consistent with his/her gender identity, subject to any dress code adopted on a school site.

(cf. 5132 - Dress Code)

5145.3 BP Nondiscrimination and Harassment. (4).pdf

NONDISCRIMINATION/HARASSMENT

The Board of Trustees 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, including 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, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, 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.

This policy shall apply to all acts related to school activity or to school attendance occurring within a District school, and to acts which occur off campus or outside of school-related or school-sponsored activities but which may have an impact or create a hostile environment at school.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 5131 - Conduct)

(cf. 5131.2 - Bullying)

(cf. 5137 - Positive School Climate)

(cf. 5145.7 – Sexual Harassment)

(cf. 5145.9 - Hate-Motivated Behavior)

(cf. 5146 - Married/Pregnant/Parenting Students)

(cf. 6164.6 - Identification and Education Under Section 504)

Unlawful discrimination, including discriminatory harassment, intimidation, or bullying, may result from physical, verbal, nonverbal, or written conduct based on any of the categories listed above. Unlawful discrimination also includes the creation of a hostile environment through prohibited conduct that is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

Unlawful discrimination also includes disparate treatment of students based on one of the categories above with respect to the provision of opportunities to participate in school programs or activities or the provision or receipt of educational benefits or services.

The Board also prohibits any form of retaliation against any individual who reports or participates in the reporting of unlawful discrimination, files or participates in the filing of a complaint, or investigates or participates in the investigation of a complaint or report alleging unlawful discrimination. Retaliation complaints shall be investigated and resolved in the same manner as a discrimination complaint.

NONDISCRIMINATION/HARASSMENT (continued)

The Superintendent or designee shall facilitate students' access to the educational program by publicizing the District's nondiscrimination policy and related complaint procedures to students, parents/guardians, and employees. He/she shall provide training and information on the scope and use of the policy and complaint procedures and take other measures designed to increase the school community's understanding of the requirements of law related to discrimination. The Superintendent or designee shall regularly review the implementation of the District's nondiscrimination policies and practices and, as necessary, shall take action to remove any identified barrier to student access to or participation in the District's educational program. He/she shall report his/her findings and recommendations to the Board after each review.

(cf. 1312.3 - Uniform Complaint Procedures)
(cf. 1330 - Use of Facilities)
(cf. 4131 - Staff Development)
(cf. 4231 - Staff Development)
(cf. 4331 - Staff Development)
(cf. 6145 - Extracurricular and Cocurricular Activities)
(cf. 6145.2 - Athletic Competition)
(cf. 6164.2 - Guidance/Counseling Services)

Regardless of whether a complainant complies with the writing, timeline, and/or other formal filing requirements, all complaints alleging unlawful discrimination, including discriminatory harassment, intimidation, or bullying, shall be investigated and prompt action taken to stop the discrimination, prevent recurrence, and address any continuing effect on students.

Students who engage in unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, in violation of law, Board policy, or administrative regulation shall be subject to appropriate consequence or discipline, which may include suspension or expulsion when the behavior is severe or pervasive as defined in Education Code 48900.4. Any employee who permits or engages in prohibited discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, shall be subject to disciplinary action, up to and including dismissal.

(cf. 4118 - Dismissal/Suspension/Disciplinary Action)
(cf. 4119.21/4219.21/4319.21 - Professional Standards)
(cf. 4218 - Dismissal/Suspension/Disciplinary Action)
(cf. 5144 - Discipline)
(cf. 5144.1 - Suspension and Expulsion/Due Process)
(cf. 5144.2 - Suspension and Expulsion/Due Process (Students with Disabilities))
(cf. 5145.2 - Freedom of Speech/Expression)

Record-Keeping

The Superintendent or designee shall maintain a record of all reported cases of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, to enable the District to monitor, address, and prevent repetitive prohibited behavior in District schools.

NONDISCRIMINATION/HARASSMENT (continued)

(cf. 3580 - District Records)

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination
48900.3 Suspension or expulsion for act of hate violence
48900.4 Suspension or expulsion for threats or harassment
48904 Liability of parent/guardian for willful student misconduct
48907 Student exercise of free expression
48950 Freedom of speech
48985 Translation of notices
49020-49023 Athletic programs
51500 Prohibited instruction or activity
51501 Prohibited means of instruction
60044 Prohibited instructional materials

CIVIL CODE

1714.1 Liability of parents/guardians for willful misconduct of minor

GOVERNMENT CODE

11135 Nondiscrimination in programs or activities funded by state

PENAL CODE

422.55 Definition of hate crime
422.6 Crimes, harassment

CODE OF REGULATIONS, TITLE 5

432 Student record
4600-4670 Uniform complaint procedures
4900-4965 Nondiscrimination in elementary and secondary education programs

UNITED STATES CODE, TITLE 20

1681-1688 Title IX of the Education Amendments of 1972
12101-12213 Title II equal opportunity for individuals with disabilities

UNITED STATES CODE, TITLE 29

794 Section 504 of Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

2000d-2000e-17 Title VI and Title VII Civil Rights Act of 1964, as amended
2000h-2-2000h-6 Title IX of the Civil Rights Act of 1964
6101-6107 Age Discrimination Act of 1975

CODE OF FEDERAL REGULATIONS, TITLE 28

35.107 Nondiscrimination on basis of disability; complaints

CODE OF FEDERAL REGULATIONS, TITLE 34

99.31 Disclosure of personally identifiable information
100.3 Prohibition of discrimination on basis of race, color or national origin
104.7 Designation of responsible employee for Section 504
106.8 Designation of responsible employee for Title IX
106.9 Notification of nondiscrimination on basis of sex

COURT DECISIONS

Donovan v. Poway Unified School District, (2008) 167 Cal.App.4th 567
Flores v. Morgan Hill Unified School District, (2003) 324 F.3d 1130

Management Resources: (see next page)

NONDISCRIMINATION/HARASSMENT (continued)

Management Resources:

CSBA PUBLICATIONS

Updated Legal Guidance: Protecting Transgender and Gender Nonconforming Students Against Sex Discrimination, July 2016

CALIFORNIA OFFICE OF THE ATTORNEY GENERAL PUBLICATIONS

Promoting a Safe and Secure Learning Environment for All: Guidance and Model Policies to Assist California's K-12 Schools in Responding to Immigration Issues, April 2018

FIRST AMENDMENT CENTER PUBLICATIONS

Public Schools and Sexual Orientation: A First Amendment Framework for Finding Common Ground, 2006

U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Dear Colleague Letter: Transgender Students, May 2016

Examples of Policies and Emerging Practices for Supporting Transgender Students, May 2016

Dear Colleague Letter: Title IX Coordinators, April 2015

Dear Colleague Letter: Harassment and Bullying, October 2010

Notice of Non-Discrimination, Fact Sheet, August 2010

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

California Safe Schools Coalition: <http://www.casafeschools.org>

California Office of the Attorney General: <http://oag.ca.gov>

First Amendment Center: <http://www.firstamendmentcenter.org>

National School Boards Association: <http://www.nsba.org>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/about/offices/list/ocr>

Skipping attachment 3 of 4 (Opening_Doors Beaumont USD May 2022.pptx) because it is too large.
Attachment size is 15942513 and the max size is 200000.

Skipping attachment 4 of 4 (Campaigns_Heritage Celebrations 2022-23 School Year.pdf) because it is too large.
Attachment size is 1064354 and the max size is 200000.

Date:	Mon 03 Apr 2023 10:34:56 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Lori Mueller <lori.mueller@donovan-group.com>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9145009118

FYI...

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Date: Fri, Mar 31, 2023 at 10:56 AM
Subject: Fwd: Beaumont USD LGBTQ School Board Policy
To: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <

cabinet@beaumontusd.k12.ca.us>

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>

Date: Wed, Mar 29, 2023 at 9:28 AM

Subject: Beaumont USD LGBTQ School Board Policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>,

<mwilliamson@beaumontusd.k12.ca.us>, David

Sanchez <dsanchez@beaumontusd.k12.ca.us>,

jbrown@beaumontusd.k12.ca.us <

jbrown@beaumontusd.k12.ca.us>

Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <

mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for

Beaumont USD to adopt a LGBTQ school board policy that would support our

LGBTQ+ students, faculty and staff.

I attended the LCAP meeting last night and we reviewed some of the

district's goals. In order to truly promote a positive school climate, we

need to ensure that we are creating safe spaces for our LGBTQ students,

teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the

district's LGBTQ community. I'm including an example of a school district's

LGBTQ policy that you can refer to. This policy is from Central

<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>

Union High School District

<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.

I'm also including the Guide to Supporting Lesbian, Gay,

Bisexuality,
Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>

for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 31 Mar 2023 11:02:09 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Bobbi Burnett <bburnett@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9149206128

FYI...

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Date: Fri, Mar 31, 2023 at 10:52 AM
Subject: Fwd: BUSD LGBTQ School Board Policy
To: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <

cabinet@beaumontusd.k12.ca.us>

This is another parent

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>

Date: Wed, Mar 29, 2023 at 11:32 AM

Subject: BUSD LGBTQ School Board Policy

To: sdmitchell@beaumontusd.k12.ca.us

<sdmitchell@beaumontusd.k12.ca.us>,

Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <

dsanchez@beaumontusd.k12.ca.us>,

mwilliamson@beaumontusd.k12.ca.us <

mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us

<

jbrown@beaumontusd.k12.ca.us>,

studentboardmember@beaumontusd.k12.ca.us <

studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <

mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the
Beaumont

Unified School District, I am writing to you regarding the
safety of

students and staff who identify as members of the LGBTQ
community. With the

growing discrimination these students and staff members face, it
has come

to my attention that there isn't an enumerated policy in place
protecting

the members of this community. Members of the LGBTQ community
frequently

experience bullying, and discrimination based on their sexual
orientation

and gender identity at school. According to the article
"Promoting School

Safety for LGBTQ and All Students"

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>.

enumerated policies should be adopted by school districts as
they are

essential in creating safety in schools for students and staff

members.

Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

Multiple studies, both nationally and internationally (Meyer et al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al.,

2020

<https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>

; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have

confirmed that enumerated policies regarding members belonging to the LGBTQ

community are associated with feeling safer in school and experience less

identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and

staff feel supported by their school district. Promoting school safety

through such policies will help Beaumont's LGBTQ students and staff not

only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their

education or else you wouldn't have run for your positions.

Please, help

our LGBTQ students and staff members feel safe and protected by adopting

the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 31 Mar 2023 11:01:54 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Bobbi Burnett <bburnett@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9137141984

FYI...

Francinni Zabata

Communications Officer
Beaumont Unified School District
D: (951) 797-5325
C: (509) 432-9184
fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Date: Fri, Mar 31, 2023 at 10:56 AM
Subject: Fwd: Beaumont USD LGBTQ School Board Policy
To: Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <

cabinet@beaumontusd.k12.ca.us>

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>

Date: Wed, Mar 29, 2023 at 9:28 AM

Subject: Beaumont USD LGBTQ School Board Policy

To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>,

<mwilliamson@beaumontusd.k12.ca.us>, David

Sanchez <dsanchez@beaumontusd.k12.ca.us>,

jbrown@beaumontusd.k12.ca.us <

jbrown@beaumontusd.k12.ca.us>

Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <

mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for

Beaumont USD to adopt a LGBTQ school board policy that would support our

LGBTQ+ students, faculty and staff.

I attended the LCAP meeting last night and we reviewed some of the

district's goals. In order to truly promote a positive school climate, we

need to ensure that we are creating safe spaces for our LGBTQ students,

teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the

district's LGBTQ community. I'm including an example of a school district's

LGBTQ policy that you can refer to. This policy is from Central

<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>

Union High School District

<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.

I'm also including the Guide to Supporting Lesbian, Gay,

Bisexuality,
Transgender, and Queer Students in Your School Safe Space Kit
<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>

for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 31 Mar 2023 10:56:00 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9138735470

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central <<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>

Union High School District

<<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>.

I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality,

Transgender, and Queer Students in Your School Safe Space Kit

<<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>>

for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 31 Mar 2023 10:56:00 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9138735576

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central <<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>

Union High School District

<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>.

I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality,

Transgender, and Queer Students in Your School Safe Space Kit

<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>

for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<https://www.facebook.com/BeaumontUSD>

https://twitter.com/Beaumont_SD

https://www.instagram.com/beaumont_usd/

<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>

Date:	Fri 31 Mar 2023 10:56:00 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9302749750

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central <<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>

Union High School District

<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>.

I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality,

Transgender, and Queer Students in Your School Safe Space Kit

<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>

for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<https://www.facebook.com/BeaumontUSD>

https://twitter.com/Beaumont_SD

https://www.instagram.com/beaumont_usd/

<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>

Date:	Fri 31 Mar 2023 10:56:00 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7438101819

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central <<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>

Union High School District

<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>.

I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality,

Transgender, and Queer Students in Your School Safe Space Kit

<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>

for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<https://www.facebook.com/BeaumontUSD>

https://twitter.com/Beaumont_SD

https://www.instagram.com/beaumont_usd/

<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>

Date:	Fri 31 Mar 2023 10:56:00 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: Beaumont USD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7438101851

----- Forwarded message -----

From: Sonia Colchado <sonia@colchado.us>
Date: Wed, Mar 29, 2023 at 9:28 AM
Subject: Beaumont USD LGBTQ School Board Policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>
Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

Hello Beaumont USD Trustees,

I hope you are well. I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a LGBTQ school board policy that would support our LGBTQ+ students, faculty and staff. I attended the LCAP meeting last night and we reviewed some of the district's goals. In order to truly promote a positive school climate, we need to ensure that we are creating safe spaces for our LGBTQ students, teachers and staff and embracing diversity within our school environment.

Adopting a LGBTQ school board policy will clearly show support for the district's LGBTQ community. I'm including an example of a school district's LGBTQ policy that you can refer to. This policy is from Central <<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>>

Union High School District

<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36030729&revid=LqE9DKo50LQBr2E7Eplusxp5A==&PG=6&st=lgbtq&mt=Any>.

I'm also including the Guide to Supporting Lesbian, Gay, Bisexuality,

Transgender, and Queer Students in Your School Safe Space Kit

<https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf>

for you to review. Beaumont USD needs to stand up for LGBTQ students, families, staff and teachers by creating safer school environments and inclusive school culture.

Thank you,

Sonia Colchado

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<https://www.facebook.com/BeaumontUSD>

https://twitter.com/Beaumont_SD

https://www.instagram.com/beaumont_usd/

<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>

Date:	Fri 31 Mar 2023 10:51:34 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9138735312

This is another parent

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy
To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School

Safety for LGBTQ and All Students”

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,

enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members.

Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

Multiple studies, both nationally and internationally (Meyer et al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al.,

2020

<https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>

; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have

confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety

through such policies will help Beaumont’s LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their

education or else you wouldn’t have run for your positions.

Please, help

our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 31 Mar 2023 10:51:34 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9138735096

This is another parent

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy
To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School

Safety for LGBTQ and All Students”

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,

enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members.

Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

Multiple studies, both nationally and internationally (Meyer et al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al.,

2020

<https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>

; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have

confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety

through such policies will help Beaumont’s LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their

education or else you wouldn’t have run for your positions.

Please, help

our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 31 Mar 2023 10:51:34 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	9302749460

This is another parent

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>

Date: Wed, Mar 29, 2023 at 11:32 AM

Subject: BUSD LGBTQ School Board Policy

To: sdmitchell@beaumontusd.k12.ca.us

<sdmitchell@beaumontusd.k12.ca.us>,

Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <

dsanchez@beaumontusd.k12.ca.us>,

mwilliamson@beaumontusd.k12.ca.us <

mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us

<

jbrown@beaumontusd.k12.ca.us>,

studentboardmember@beaumontusd.k12.ca.us <

studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <

mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the Beaumont

Unified School District, I am writing to you regarding the safety of

students and staff who identify as members of the LGBTQ community. With the

growing discrimination these students and staff members face, it has come

to my attention that there isn't an enumerated policy in place protecting

the members of this community. Members of the LGBTQ community frequently

experience bullying, and discrimination based on their sexual orientation

and gender identity at school. According to the article

"Promoting School

Safety for LGBTQ and All Students”

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,

enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members.

Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

Multiple studies, both nationally and internationally (Meyer et al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al.,

2020

<https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>

; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have

confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety

through such policies will help Beaumont’s LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their

education or else you wouldn’t have run for your positions.

Please, help

our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 31 Mar 2023 10:51:34 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7438101767

This is another parent

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy
To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School

Safety for LGBTQ and All Students”

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,

enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members.

Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

Multiple studies, both nationally and internationally (Meyer et al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al.,

2020

<https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>

; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have

confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety

through such policies will help Beaumont’s LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their

education or else you wouldn’t have run for your positions.

Please, help

our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 31 Mar 2023 10:51:34 AM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>, Cabinet <cabinet@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7438101781

This is another parent

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy
To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School

Safety for LGBTQ and All Students”

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,

enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members.

Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

Multiple studies, both nationally and internationally (Meyer et al., 2019)

<<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al.,

2020

<https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf>

; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have

confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety

through such policies will help Beaumont’s LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their

education or else you wouldn’t have run for your positions.

Please, help

our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Date:	Fri 31 Mar 2023 10:43:26 AM -0700
From:	Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
To:	Bobbi Burnett <bburnett@beaumontusd.k12.ca.us>
Cc:	Ebon Brown <ebrown@beaumontusd.k12.ca.us>
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	9137141252
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf

Hi Bobbi,

Mays would like for you and me to work on a response for this. Are you here next week?

Thank you,

Francinni Zabata

Communications Officer
 Beaumont Unified School District
 D: (951) 797-5325
 C: (509) 432-9184
 fzabata@beaumontusd.k12.ca.us
www.beaumontusd.us

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail, send a copy to fzabata@beaumontusd.k12.ca.us and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally protected.

----- Forwarded message -----

From: Mays Kakish <mkakish@beaumontusd.k12.ca.us>
Date: Thu, Mar 30, 2023 at 4:32 PM
Subject: Fwd: LGBTQ+ inclusive policy
To: Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>

Let's work on a response to this email

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive

policies to
help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Skipping attachment 1 of 1 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Date:	Thu 30 Mar 2023 04:32:39 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	9133186822
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf

Let's work on a response to this email

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to

help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

--

* _____ *

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Skipping attachment 1 of 1 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Date:	Thu 30 Mar 2023 04:32:39 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	9133186486
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf

Let's work on a response to this email

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to

help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Skipping attachment 1 of 1 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Date:	Thu 30 Mar 2023 04:32:39 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	9297205960
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf

Let's work on a response to this email

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to

help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Skipping attachment 1 of 1 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Date:	Thu 30 Mar 2023 04:32:39 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	7437373091
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf

Let's work on a response to this email

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to

help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Skipping attachment 1 of 1 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Date:	Thu 30 Mar 2023 04:32:39 PM -0700
From:	Mays Kakish <mkakish@beaumontusd.k12.ca.us>
To:	Cabinet <cabinet@beaumontusd.k12.ca.us>, Francinni Zabata <fzabata@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: LGBTQ+ inclusive policy
Size:	0.0 Kb
Id:	7437373025
Attachment:	Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf

Let's work on a response to this email

----- Forwarded message -----

From: Kimberly Starrs, MBA, CFRE <kimberlyrstarrs@gmail.com>
Date: Thu, Mar 30, 2023 at 3:58 PM
Subject: LGBTQ+ inclusive policy
To: <sdmitchell@beaumontusd.k12.ca.us>, Susie Lara <slara@beaumontusd.k12.ca.us>, <mwilliamson@beaumontusd.k12.ca.us>, David Sanchez <dsanchez@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us <jbrown@beaumontusd.k12.ca.us>, Cc: <studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <mkakish@beaumontusd.k12.ca.us>

I'm a parent from Beaumont USD and I'm asking for Beaumont USD to adopt a policy that supports the safety, well-being, and rights of LGBTQ+ students, faculty, and staff. If the board is committed to promoting a positive school climate, it is imperative that the board take action to ensure the safety and well-being of LGBTQ+ students, teachers, and staff, There is an alarming rise of homophobia, transphobia, and xenophobia across the county, but in California, we are proud of our status of leading the nation in human-centric policies to ensure the well-being of our residents. Beaumont should be no different. Diversity is the strength of a community, and we should fully embrace our LGBTQ+ neighbors with inclusive policies to

help safeguard their rights.

A safe and welcoming environment will foster learning across the board.

I've attached a study from 2010 about safe environments for LGBTQ+ students and how inclusive policies enhance learning. I appreciate your consideration of the adoption of inclusive policies for our district.

Sincerely,

Kimberly Starrs

--

*

*

Mays Kakish

Superintendent

Beaumont Unified School District

P.O. Box 187 / 350 W. Brookside Ave.

Beaumont, CA 92223

951.797.5324 office

951.845.2319 fax

<<https://www.facebook.com/BeaumontUSD>>

<https://twitter.com/Beaumont_SD>

<https://www.instagram.com/beaumont_usd/>

<<https://www.youtube.com/channel/UCKzhDQ40w7v0gvCEiYk8g>>

Skipping attachment 1 of 1 (Social Policy Report - 2010 - Russell - Safe Schools Policy for LGBTQ Students and commentaries.pdf) because it is too large.
Attachment size is 393822 and the max size is 200000.

Date:	Thu 30 Mar 2023 03:30:49 PM -0700
From:	Susan Lara <slara@beaumontusd.k12.ca.us>
To:	Ebon Brown <ebrown@beaumontusd.k12.ca.us>
Cc:	
Subject:	Re: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7437370953

Should probably check to see if David wants to.

On Thu, Mar 30, 2023 at 3:00 PM Ebon Brown
<ebrown@beaumontusd.k12.ca.us>
wrote:

> Thank you Susie! Would you like us to draft a response?
>
> Regards,
>
> Ebon Brown, Ed.D
> Assistant Superintendent of Instruction and Support Services
> Beaumont Unified School District
>
>
>
> On Thu, Mar 30, 2023 at 10:06 AM Susan Lara
<slara@beaumontusd.k12.ca.us>
> wrote:
>
>>
>>
>> ----- Forwarded message -----
>> From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
>> Date: Wed, Mar 29, 2023 at 11:32 AM
>> Subject: BUSD LGBTQ School Board Policy
>> To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
>> Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
>> dsanchez@beaumontusd.k12.ca.us>,
>> mwilliamson@beaumontusd.k12.ca.us <
>> mwilliamson@beaumontusd.k12.ca.us>,
>> jbrown@beaumontusd.k12.ca.us <
>> jbrown@beaumontusd.k12.ca.us>,
>> studentboardmember@beaumontusd.k12.ca.us <
>> studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
>> mkakish@beaumontusd.k12.ca.us>
>>

>>
>> Good Afternoon,
>>
>> As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School Safety for LGBTQ and All Students"
>>
>> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>,
>> enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members.
>> Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.
>>
>> Multiple studies, both nationally and internationally (Meyer et al., 2019)
>> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>, (Kosciw et al., 2020
>> https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf
>> ; Kull et al., 2016) <https://psycnet.apa.org/record/2016-59420-004> have
>> confirmed that enumerated policies regarding members belonging to the LGBTQ
>> community are associated with feeling safer in school and experience less

>> identity-based victimization.
>>
>> Please implement enumerated policies that help your LGBTQ
students and
>> staff feel supported by their school district. Promoting
school safety
>> through such policies will help Beaumont's LGBTQ students and
staff not
>> only feel protected but supported.
>>
>> I know all of the BUSD Trustees feel strongly about students
and their
>> education or else you wouldn't have run for your positions.
Please, help
>> our LGBTQ students and staff members feel safe and protected
by adopting
>> the appropriate enumerated policies.
>>
>>
>> Kindest Regards,
>>
>> Jorgina Lukacs
>>
>>
>>
>>
>>
>>
>>

Date:	Thu 30 Mar 2023 10:06:22 AM -0700
From:	Susan Lara <slara@beaumontusd.k12.ca.us>
To:	Ebon Brown <ebrown@beaumontusd.k12.ca.us>
Cc:	
Subject:	Fwd: BUSD LGBTQ School Board Policy
Size:	0.0 Kb
Id:	7437354441

----- Forwarded message -----

From: Jorgina Lukacs <jorgina_lukacs@yahoo.com>
Date: Wed, Mar 29, 2023 at 11:32 AM
Subject: BUSD LGBTQ School Board Policy
To: sdmitchell@beaumontusd.k12.ca.us
<sdmitchell@beaumontusd.k12.ca.us>,
Susan Lara <slara@beaumontusd.k12.ca.us>, David Sanchez <
dsanchez@beaumontusd.k12.ca.us>,
mwilliamson@beaumontusd.k12.ca.us <
mwilliamson@beaumontusd.k12.ca.us>, jbrown@beaumontusd.k12.ca.us
<
jbrown@beaumontusd.k12.ca.us>,
studentboardmember@beaumontusd.k12.ca.us <
studentboardmember@beaumontusd.k12.ca.us>, Mays Kakish <
mkakish@beaumontusd.k12.ca.us>

Good Afternoon,

As a concerned parent of two students who attend school in the Beaumont Unified School District, I am writing to you regarding the safety of students and staff who identify as members of the LGBTQ community. With the growing discrimination these students and staff members face, it has come to my attention that there isn't an enumerated policy in place protecting the members of this community. Members of the LGBTQ community frequently experience bullying, and discrimination based on their sexual orientation and gender identity at school. According to the article "Promoting School Safety for LGBTQ and All Students" <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8454913/pdf/nihms-1740286.pdf>>,

enumerated policies should be adopted by school districts as they are essential in creating safety in schools for students and staff members.

Enumerated policies are policies that explicitly list characteristics or traits of students that may be the subject of bullying and harassment at school.

Multiple studies, both nationally and internationally (Meyer et al., 2019) <<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6555145/>>, (Kosciw et al., 2020 <https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf> ; Kull et al., 2016) <<https://psycnet.apa.org/record/2016-59420-004>> have confirmed that enumerated policies regarding members belonging to the LGBTQ community are associated with feeling safer in school and experience less identity-based victimization.

Please implement enumerated policies that help your LGBTQ students and staff feel supported by their school district. Promoting school safety through such policies will help Beaumont's LGBTQ students and staff not only feel protected but supported.

I know all of the BUSD Trustees feel strongly about students and their education or else you wouldn't have run for your positions. Please, help our LGBTQ students and staff members feel safe and protected by adopting the appropriate enumerated policies.

Kindest Regards,

Jorgina Lukacs