



YOUTH PROGRAM

WELCOME PACKET

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Mission Statement

The Rainbow Community Center of Contra Costa County (Rainbow) builds community and promotes well-being among Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (LGBTQ) people and our allies.

Vision Statement

The Rainbow Community Center of Contra Costa County envisions a society that embraces acceptance, safety and equality for all, regardless of sexual orientation or gender identity.

Our goal is to provide a safe, supportive and respectful environment for LGBTQ people of all ages, socio-economic status, races, cultures and religions. We strive to create services and activities that will promote the mental, physical and spiritual well-being of our community by providing professional services, peer support, referral services, social opportunities and educational programs of interest to our community as well as to the community at large.

The Rainbow Community Center (Rainbow) is the only organization in Contra Costa County that is solely focused on serving the lesbian, gay, bisexual, transgender and queer/questioning (LGBTQ) community; our current priorities are to build services for LGBT youth, seniors, people living with HIV/AIDS and to develop community building efforts that will diminish the sense of isolation and promote greater acceptance of all LGBTQ people.

Our goal is to provide a safe, supportive and respectful environment for LGBTQ people of all ages, socio-economic status, races, cultures and religions. We strive to create services and activities that will promote the mental, physical and spiritual well-being of our community by providing professional services, peer support, referral services, social opportunities and educational programs of interest to our community as well as to the community at large.

History

The Rainbow Community Center of Contra Costa County began in 1992 as a satellite office of the Berkeley-based Pacific Center and became an independent nonprofit organization in 1996. Our programs are designed to promote community involvement through volunteerism and service.

Our Service Aim

Rainbow fills a unique need by providing a safe, clean and sober space for LGBTQ people to interact, network, and become active members of the community. Rainbow offers many programs and services that benefit the physical and mental health of the LGBTQ community, but the importance of social activities to the well-being of LGBTQ people cannot be understated. Social support reduces the sense of isolation and depression for LGBTQ people and promotes pride and self esteem and creates a sense of community in a space free of homophobia.

Youth Program

The Rainbow Community Center (Rainbow) has developed a three tier intervention and service delivery model to help achieve our long-term organizational goals: Outreach/Tier 1 programming, Group-Level/Tier 2 programming, and One-on-One support/Tier 3 programming.

Outreach/Tier 1 programming

Designed to reach LGBTQ+ youth with health promotion messages that encourage protective/empowerment factors that have been shown to support well-being and mental health. This includes:

- Youth private Facebook page, Email Blast, Dances, Variety Show, Family Events, and School Gay/Queer Straight Alliances (GSA/QSA)

Group-Level/Tier 2 programming

Designed to promote resilience and self-efficacy by facilitating support groups, providing ongoing venues to create identity development, social-emotional support, and healthy relationships. This Includes:

- Onsite programming for youth: *11-13 (middle school), 14-18 (high school), and 18-25 Transitional Age Youth (TAY). *Youth ages 11 must have parent/guardian permission.

Youth Group Goals

Ages: *11-13	Ages: 14-18	Ages: 18-25
Support youth with identity exploration and development. Support youth with gender/identity expression. Answer questions and create a safe and inclusive space. To build community and have reduced isolation significantly.	Support youth with goal setting around topics such as: school, post-secondary planning/scholarships, healthy relationships, coming out, and overall well-being. Facilitate workshops and presentations around LGBTQ+ (student) rights, intersectionality, social justice, mental and physical health awareness, and safe and affirming socialization.	Safe and inclusive, sober space for youth to meet and socialize with other LGBTQ+ youth their age. Incorporate workshops on healthy relationships, safe sex, life skills, time management, goals, job/career planning, and higher education.

One-on-One support/Tier 3

In-depth and individualized support services for LGBTQ+ youth who have been identified to have high-levels of need either due to presence of crisis issues or mental health disorders. Linkage to Youth and Family Counseling: Professional counselors are available to offer assistance with coming out, school concerns, family issues, healthy relationships, referrals to local service providers and support for parents of LGBTQ+ youth.

- Youth Outreach Counselors (YOCs) are trained to refer youth in crisis either into RCC-based clinical services or appropriate outside services. Youth staff attend RCC's weekly clinical case conference meeting as needed. YOCs help strategize with youth when needs around housing/food services, school resources, college/job applications, community service/internship opportunities, and overall safety and wellness planning.
- RCC's counseling interns have hours during youth group. Clinical staff are available to do intakes on the spot. Ultimately, this breaks down stigma and barriers around accessing clinical treatment, allows for warm handoffs, and increases the possibility that youth will access clinical treatment when needed.

Youth School-Based Services

1. Rainbow offers school-based services. Within Tier 1, YOCs provide school-based support to students, helping them form campus **Gay/Queer Straight Alliance (GSA/QSA) clubs** and in organizing school-based anti-bullying and suicide prevention projects.
2. School based services include facilitating the QscOUTs psycho-educational group curriculum, a Tier 2 service. This is an 8 week structured group intervention developed as part of our Innovation program. The groups are co-facilitated by RCC mental health staff and Youth Outreach Counselors.
3. Tier 3, school-based services also include brief intervention mental health services; MFT/MSW interns provide short-term (less than four sessions) student support services. While the actual clinical services are covered under our Innovation contract, the linkage of students in need of more intensive care is part of our PEI work.

QscOUTs!

QscOUTs groups onsite at Contra Costa school sites, including Mt. Diablo High School, Concord High School, Ygnacio Valley High School, and Pittsburg High School. QscOUTs provides a safe environment for student to grow and learn about who they are emotionally, psychologically, spiritually, academically and also what is community and family mean to them. Topics included social justice, resilience and skill-building and LGBTQ history. At some schools (such as Pittsburg High School), a waiting list had to be created as there was more demand than room in the program. Qualitatively, QscOUTs has helped several youth share their gender identity and sexual orientation with others for the first time.

Rainbow continues to offer counseling services both onsite at Rainbow and in local Contra Costa districts including Mount Diablo Unified School District, West Contra Costa Unified School District, and Pittsburg Unified School District. School-based work is not intended to do the long-term, in-depth work that individual clinical-based psychotherapy is designed for. However, it's extremely important as a form of prevention and early intervention. By meeting with youth in schools, we are able to identify and link students with acute mental health needs. We are also able to provide support to closeted LGBTQ youth, mitigating the risk factors these youth face. For youth who show signs of more serious diagnoses, we refer them either internally to clinical services at Rainbow or to other appropriate community agencies.

Youth Program Staff

Youth Outreach Counselors (YOCs):

YOCs are staff members who plan and deliver most of Rainbow's programs for young people at Rainbow. They plan and develop topics and activities, facilitate groups, and provide 1:1 support. YOCs also oversee outreach and promotion and supervise Junior Youth Outreach Counselors and youth peer leaders.

The goals of Rainbow groups and activities are to help LGBTQ+ and Ally young people have fun, connect with and support each other, and learn how to be happier, healthier LGBTQ+ people.

YOCs also provide 1:1 support to regular participants. YOCs help you identify goals that you want to work on, and provide support in achieving your goals. Among other things, they can help you come out to friends and relatives, help you find housing and live on your own, gain leadership skills, practice self-care and stress management, work on career or job goals, and/or practice being an ally. Keep in mind, like the program staff, YOCs are **mandated reporters** who are required by law to report suspected abuse/harm (to self and/or others) and suicide risk.

Junior Youth Outreach Counselor:

JYOCs are youth interns who have been or were recent participants with the Rainbow Youth Program. They work on special projects that might include group facilitation workshops, social media, outreach, and other support for young people in our program. Keep in mind, like the program staff, JYOCs are **mandated reporters** who are required by law to report suspected abuse/harm (to self and/or others) and suicide risk.

Director of Youth Services & Collaborations Coordinator (Youth Director/YD):

The YD is responsible for overseeing the youth program, including supervising YOCs, overseeing budgets, hiring, grievance procedures, and other administrative tasks. The Youth Director also coordinates with Youth Board Members. Keep in mind, like the program staff, YD is a **mandated reporter** who is required by law to report suspected abuse/harm (to self and/or others) and suicide risk. It is the YD's responsibility to review and oversee all mandated reports.

Youth Board Members:

Youth Board Members are Youth Program representatives on Rainbow's Board of Directors. Four participants share two voting positions on the Board. Members under the age of 18 may not be legally allowed to vote on certain issues, such as finances and Human Resources.

Clinician:

Clinicians are interns of the clinical program. The clinicians' goal is to help you understand and determine if clinical services like therapy and case management are right for you. They may complete a clinical intake with you to easily access supportive therapy or case management services at Rainbow Center. Clinicians also provide mental health support in an ongoing way. They can help you deal with depression, anxiety, surviving abuse, dealing with family stress, and other serious concerns. If you are suicidal, therapists or case managers may help you access more comprehensive support. Keep in mind, like the Youth Outreach Counselors and all program staff, clinicians are **mandated reporters** who are required by law to report suspected abuse/harm (to self and/or others) and suicide risk.

Case Manager and Case Management (MSW) Intern:

Case Managers are social workers who provide clinical case management such as support obtaining entitlements or link to needed public benefits (such as food stamps, housing assistance, Medi-Cal benefits, etc.), finding a physical or mental health care provider outside of Rainbow, and other specialized support services. Unless there is a strong reason, Rainbow case managers most often provide this service in collaboration and consultation with other providers, your parents, guardians, other family members. If you are suicidal, therapists or case managers may help you access more comprehensive support. Keep in mind, like the Youth Outreach Counselors and all program staff, case managers and interns are **mandated reporters** who are required by law to report suspected abuse/harm (to self and/or others) and suicide risk.

Groups for ages 18+:

Most Rainbow support and social groups are for individuals over the age of 18. Check the general calendar or ask your YOC for more information

Food Pantry:

If you or your family is concerned about having enough food or groceries. You are eligible to enroll in our Thursday Food Pantry. It's best if you can get your parents or guardians to enroll your family, but you may be able to arrange to get food on your own as well. Ask your YOC for more information.

Youth Program Annual Calendar *subject to change

Summer Programs:

Pride Dance (June)
Gender Spectrum Family Conference (mid-July)
Beach Trip
Field Trips
Pool Party
Summer Overnighter

Youth Leadership Program (Fall)

Senior-Youth Events

Welcoming Schools & Communities Summit (Fall)

Variety Show

Halloween Dance (Oct)

Valentine's Dance (February)

Youth Variety Show

Quarterly Workshops (4x/yr):

Safe Sex & Consent
Gender Identity & Expression 101
Systems of Oppression
Healthy Boundaries & Relationships

Other events to be aware of:

Concord Pride (Summer)
Richmond Rainbow Pride (June)
Two Spirit Pow Wow: BAAITS (February)
Castro Field Trip w/ Center For Human Development's Empowerment Program (June)

Age Division Policy

The goal of having programs for different ages is to provide programs that are relevant to young people at different life stages, while balancing the need to build community and promote role modeling and support. During Youth Program hours, the only adults allowed in the space are Rainbow staff and interns, and presenters or workshop leaders. Everyone else will be asked to leave. Parents/guardians and friends who are outside of the age categories can wait in the lobby or go to ShareTea or Starbucks or Todos Santos Plaza.

Sign In Policy

Participants must sign in each day when they start the program. If participants leave the program (meaning they go down the elevator or go down the stairs below the 2nd floor landing) they may not return for that day. If you need fresh air, you can step onto the catwalk or 2nd floor landings of the stairs. On a limited basis, with YOC or JYOC support, participants may go as a group to Starbucks, ShareTea, or elsewhere.

Permission Slip Policy

- Field trips and offsite events require a parent or guardian permission slip for participants under age 18.
- R-Rated movies require a parent or guardian permission slip for participants under age 17.
- Individuals over 18 may sign their own permission slips.

Informed Consent & Mandated Reporter Status

As a program that provides services to young people, we are mandated by state and federal law to report certain behaviors and stories that make us concerned about your safety. This can include behaviors and stories that we view on social media or that is reported to use by others. As a team of people who want the best for you, your YOCs, JYOCs, Clinicians, and program staff may talk together about how we can provide the best support for you. Most of the time, we protect your privacy and never share information about you outside of our team you without your consent.

There are a few times when we have to make an exception to this rule:

1. When we suspect you might hurt yourself, commit suicide, or seriously hurt someone else.
2. When we suspect that a person under the age of 18 is being abused physically, sexually, or emotionally.
3. When people have consensual sex and the difference in their ages requires us to report. The law is frequently updated, so ask a YOC or Clinician if you want to know the specific age differences within the law).

Problem Solving FAQs

1. *How do I enroll in the Youth Program?*

All you have to do is drop in during Youth Program hours. Sign in. Ask to meet a Youth Outreach Counselor (YOC). Fill out a face sheet so we can stay in contact with you. Enjoy!

You can also send an email, youthprogram@rainbowcc.org, facebook message (www.facebook.com/rccyouthprogram), or call (925) 692-0090 x309 ahead if you want to schedule a meeting with a YOC before you come for the first time.

2. *How do I access YOC services?*

Ask a YOC during drop-in time if you can schedule to meet with them. You can also email (youthprogram@rainbowcc.org) or send a facebook message.

3. *What if I want to access additional services?*

Tell a YOC what you need. You can also call or ask Rainbow's front desk or other staff.

4. *I'm fine, but my parent/guardian needs support. What can I do?*

Give your parents the Youth Director's (YD) card. Your parents/guardians can join a private facebook group through Rainbow's main page, and they may be able to access other groups or support through Rainbow programs or see contact our private parent/guardian facebook page: <https://www.facebook.com/groups/RainbowCCfamilies/>

5. *What if I'm feeling distressed, activated, amped, or otherwise find it difficult to be in group?*

Start by using what you already know. Take several deep breaths. Step outside on the balcony to get fresh air. Get a drink of water.

If that doesn't work, ask for support from someone you trust, like a friend or a YOC. They can help you figure out what else to do.

If you are feeling this way outside of Rainbow Youth Group times, YOCs may not be available. You can always call 211, the Contra Costa Crisis Line – or even call 911 if you don't know what else to do.

6. *How can I be a leader in the Youth Program?*

Ask a YOC. You can show leadership in all kinds of ways. Be a role model. Make friends with someone new. Help lead an activity or share a skill or talent. Enroll in the Leadership group. Lead a GSA/QSA in your school. Get involved with a program or issue that you are passionate about.

7. *What if I don't like how a program is going?*

We always want to hear feedback. If you're comfortable, talk directly with a YOC about your concern or ask to speak with the Daphnee (Youth Director). If you prefer to do it in writing or anonymously, use the Grievance and Suggestion Form in the Rainbow lobby.

8. *What if I need food, housing, job search support, support with enrolling in school, or other support?*

Start by asking a YOC. They can help you access additional support.

Emergency Protocol

Emergency Protocol – During Youth Program Time

Distress = Participant is feeling strong negative or hyperactive emotions that are disruptive to group and/or disruptive to their participation in the current activities. Go to Step 1a.

Imminent Danger to Self or Others = Participant has an active desire, currently accessible method, and plan to hurt self and others at the current time. Go directly to Step 3.

- 1a. If a participant is experiencing distress, YOCs should strategize to try to engage with coping skills during group or step outside to engage individual with coping skills. At least one staff member or intern should stay with the group during group times (check-ins, workshops, presentations) or in the general community space during drop-in times.
- 1b. If multiple participants are experiencing stress in group, YOCs and group leaders can use group de-escalation techniques such as deep breathing and stretching.
- 2a. If the initial coping skills and de-escalation do not work, conference with available youth staff, including the Youth Director and Assistant Youth Director, who are on call to provide back-up support. The YD can provide additional de-escalation assistance, group supervision support, assistance with 5150s and CPS reports.
- 2b. If multiple participants are experiencing distress and group de-escalation is not recommended, conference with available youth staff, including the Youth Director and Assistant Youth Director, who are on call to provide back-up support. The YD can provide additional de-escalation assistance, group supervision support, assistance with 5150s and CPS reports.
3. If distress continues and de-escalation does not work OR IF THERE IS IMMINENT DANGER OF SELF TO OTHERS, additional RCC staff, including back-up clinicians are available to provide support. Encourage participant to contact 911 or 211 directly to access support services. YD has authority to determine 5150 and/or CPS reporting.

Emergency Protocol – When Rainbow is Closed

Youth Staff are not expected to work during non-scheduled hours. Rainbow encourages staff not to access Rainbow social media, give out personal contact information, or otherwise create opportunities to access information about participants outside of work time. But if this does occur:

If YOCs and staff are made aware of distress (such as on social media, by text,, etc), or if participants ask for support during non-youth hours, encourage the participant to access 911 or the Crisis Line (211) if they are feeling in crisis. Otherwise, encourage them to access their support systems and coping skills until they can access YOC services and/or clinical support.

Emergency Protocol – Non-Youth Program Times (When Rainbow is open, but Youth Program is not in operation)

If YOCs and staff are made aware of distress, or if participants ask for support during non-youth hours, encourage the participant to access 911 or the Crisis Line (211) if they are feeling in crisis. Otherwise, encourage them to access their support systems and coping skills until they can access YOC services and/or clinical support. Rainbow staff onsite at the time may be available to provide support and/or crisis intervention as well.

Emergency Back-Up Staff

When YOCs need support, or if there is a need for assistance outside of Youth Program time, YOCs should first contact YD. If they are not available, the Clinical Director, Case Management Program Director, or Executive Director

Restricted Time

Participants are subject to consequences as defined in our Community Agreements. All Youth Staff must be made aware of any behavior contracts made by YOCs or other staff. Rainbow Staff may be informed of the contract if their support is needed.

If a participant is asked to take a break from programs, the letter should state the terms of the break, including start and end times, and what behaviors or steps must be taken before they can return. The letter should also define the premises of Rainbow, including all field trips, outings, and Rainbow physical space (including elevator, stairs, and patio in front of elevator and stairs).

If a participant has agreed to be off site during certain times as part of a Mediation, a behavior contract letter should be signed. The letter should state the terms of the break, including start and end times, and what behaviors or steps must be taken before they can return. The letter should also define the premises of Rainbow, including all field trips, outings, and Rainbow physical space (including elevator, stairs, and patio in front of elevator and stairs).

SAMPLE PHOTO RELEASE

I, the undersigned, do hereby consent and agree that Rainbow Community Center of Contra Costa County, its employees, or agents have the right to take photographs and video of me on [date] at [event], and to use these in any and all media, now or hereafter known. I further consent that my name and identity may be revealed therein or by descriptive text or commentary.

I do hereby release to Rainbow Community Center, its agents, and employees all rights to exhibit this work in print and electronic form publicly or privately and to market and sell copies. All photographs and video taken will be posted and publicly accessible on the Youth Program Facebook page. I waive any rights, claims, or interest I may have to control the use of my identity or likeness in whatever media used.

I understand that there will be no financial or other remuneration for recording me, either for initial or subsequent transmission or playback. I also understand that Rainbow Community Center and Youth Director are not responsible for any expense or liability incurred as a result of my participation in this recording, including medical expenses due to any sickness or injury incurred as a result.

I represent that I have read and understand the foregoing statement, and am competent to execute this agreement.

Name: _____

Date: _____

Phone: _____

Signature: _____

YOUTH PROGRAM FACESHEET

RCC Face Sheet Update – 2018D

Name: _____

Date: _____

Program Screening Questions

1. County of Residence: _____ Zip Code: _____
2. Age: _____ 3. Birth Date _____
4. Household Monthly Income (if known): _____ # in Household: _____
5. Therapist/Case Manager (if known): _____
6. Do you participate in other RCC programs? If so, please list: _____

Contact/Demographics

Address: _____ **City:** _____ **Zip:** _____

Email: _____ ----> **Add to RCC email list? YES NO**

Phone Number: _____ ----> **OK to leave message? YES NO**

Race: Two or more races: _____ Asian Alaska Native/Native American Hispanic/Latin@/x Native Hawaiian/Pacific Islander Black/African Descent White Another Identity: _____

Ethnicity: (circle all that apply) Caribbean Central American Mexican/Mexican American/Chican@/x Puerto Rican South American African Asian Indian/South Asian Vietnamese Middle Eastern Filipin@/x Cambodian Chinese Japanese Korean Eastern European Western European
Another Identity: _____

Sexual Orientation: Lesbian Gay Bisexual Queer Pansexual Questioning Asexual Demisexual Straight
Same-Gender Loving All-gender Loving Another orientation: _____

Sex Assigned at Birth: Female Male Intersex

Gender Identity: Transwoman/MTF Transman/FTM Genderqueer Questioning Nonbinary
Genderfluid Agender Two-Spirit Woman Man Cisgender Another Identity: _____

Pronouns: _____

EMERGENCY CONTACT

While we do our best to avoid emergencies, they do occasionally arise. If an emergency happens, who is the best person to contact on your behalf?

Emergency Contact Name: _____

What is your relationship with this person? _____

Best way to reach this person: Phone: _____ Email: _____

Do we need to be discreet (about sexuality, gender identity, HIV status, or participation in RCC programs) when talking with this person? No Yes

Does youth agree to have their picture taken on site or at events? Yes No

*Pictures may be posted on RCC website or used in promotional materials.

Any known food allergies? Yes No If "yes" please state: _____

Community Agreements are reflect values and behaviors we ask all Rainbow participants to engage in while attending programs and events, engaging with each other, and hanging out in our space.

RAINBOW Community Agreements
COMMUNITY CENTER



Be Present

Be deliberate about your purpose in this moment. Be a Role Model.



Share the Time & Participate

Share the conversation – encourage everyone to participate. Listen generously. Assume goodwill. Speak from your own experience – take responsibility for your thoughts, feelings, and actions. You have no control over others, but you can choose how you interact and respond.



Take a Risk

Encourage full participation. Welcome new ideas and perspectives, and challenge yourself in order to learn something new.



Don't Rain on My Parade

It's Okay to Disagree. Don't put down someone's interests, views, and choices. There's room for more than one idea and point of view. Appreciate and value multiple realities.



Set & Respect Boundaries

Practice setting limits for yourself and respecting the limits of others. It's ok to pass or say "No" or "I need time to think about it." No repercussions. Don't punish other people with silence or anger when they share their reality or the truth as they see it.



Intent is Different from Impact

Be aware that sometimes the things we say or do may have a negative impact on others, despite our intent. Respond with concern, and seek understanding when negative impact occurs.



Be Yourself

We are a diverse community. We celebrate and welcome expressions across a broad spectrum of gender and identity. Be Creative and express yourself. Don't hide or change who you are just to fit in. Make it a practice to ask and tell others which pronouns you use.



Respect Our Safe Space

Confidentiality - what's said in the room stays in the room. Ask permission to share or discuss statements that others make. Clean Up & Recycle. Help us maintain a clean environment. If You Carry, Keep It Buried, if you carry items for self-defense, keep them invisible. Don't Come High or Holding. Absolutely no drugs or alcohol allowed!



Respect Youth Safe Space

Respect the designated times when adults, except RCC staff and designated volunteers, are not allowed in community areas. Adults: be aware of your conversation and conduct around younger people. You are a Role Model!



We ♥ Allies

Respect people's self-identity and different points of view. Support people who are different from you. Check Your Privilege and Assumptions. Use correct pronouns. Un-gender your language (don't use ma'am or sir). Be careful of jumping to conclusions. It's okay to come out as straight or cisgender.



We're All in This Together

We are a community with many parts, and all of us have experienced rejection. Help Us Build an LGBTQ+GLTSSAA Community Based on Respect & Love For Yourself and Everyone Else. Be supportive and ask for support when you need it.

Consequences

If you can't keep these agreements and are disruptive to the group, the facilitator will give you a warning. If you need to be reminded a second time, you will need to meet one-on-one and make a contract with an RCC staff member. If the disruptions continue, you may be asked to take a leave of absence as determined by RCC staff.

LGBTQ+ PRIDE & AWARENESS DAYS

*HELPFUL HINT: also visit GSA Network <https://gsanetwork.org/yearstart>

January

27th, Holocaust Remembrance Day

February

Black History Month

March

Bisexual Health Month

Women's History Month

International Women's Day

31st, International Transgender Day of Visibility

April

Day of Silence (varies year to year, visit dayofsilence.org for this years date)

May

Asian Pacific American Heritage Month

17th, International Day Against Homophobia, Transphobia, and Biphobia

22nd, Harvey Milk Day

June

LGBT pride month

28th, Anniversary of Stonewall riots

September

National Hispanic Heritage Month

Suicide Prevention Awareness Month

Bisexual Awareness Week (Begins the Sunday before Celebrate Bisexuality Day)

23rd, Celebrate Bisexuality Day

October

LGBT History Month

Bullying Prevention Month

National Hispanic Heritage Month (Sept 15- Oct 15)

Filipino American History Month

Indigenous People's Day (varies by year, formerly known as Columbus Day)

11th, National Coming Out Day

15th, Spirit Day

26th, Intersex Awareness Day

Asexual Awareness Week (dates vary and may extend into November, visit asexualawarenessweek.com for this year's date)

November

National American Indian Heritage Month

8th, Intersex day of Remembrance

20th, Transgender Day of Remembrance

December

1st, World Aids Day

10th, Human Rights Day

Ace Visibility Day & Pansexual and Panromantic Awareness and Visibility Day. Are two newer holidays that have originated from the tumblr community with dates and months that vary year-to-year. Check your favorite Ace or Pan community blogs to find the dates for this year! *This list is not complete! There may be more great pride and awareness days that you can celebrate!

FACT SHEET:

CALIFORNIA POLICIES PROTECTING LGBTQ STUDENTS AND PROMOTING SAFETY AND INCLUSION IN SCHOOLS

AB 537 - Student Safety and Violence Protection Act **Effective Date: 1/1/2000**
Protects from discrimination and harassment based on sexual orientation, gender identity, and gender expression.

AB 537 added protection from discrimination and harassment based on perceived or actual sexual orientation, gender identity, and gender expression to California's Education Code. This applies to all students and school employees at institutions receiving state funds, and protection extends beyond the instructional day to ensuring equal opportunities and rights at all school-sponsored activities.

Rights Regarding Complaints of Discrimination and Harassment:

- Schools must identify procedures and staff designated for receiving and responding to complaints of harassment and discrimination from students and employees. The designee and procedures must be clearly posted in schools.
- Those who file complaints have the right to be protected by schools and their confidentiality maintained.
- Complaints must be responded to in writing within 60 days of the complaint after the school investigates and determines a solution to the issue.
- Complainants have the right to appeal a school's decision or report a school's lack of response to a complaint to the California Department of Education (CDE). The CDE has 60 days to investigate and make a decision.

Bill full text: http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=199920000AB537&search_keywords=

SB 71 – The California Comprehensive Sexual Health & HIV/AIDS Prevention Act **Effective Date: 1/1/2008**
Stipulates sex education and HIV/AIDS prevention education must be appropriate for students of all backgrounds. Promoting bias or promoting religious doctrines in these classes is prohibited.

If a school teaches sex education or HIV/AIDS prevention education, the teachings must "be appropriate for students of all races, genders, sexual orientations, ethnicities, and backgrounds." The law's intent is "to encourage a pupil to develop healthy attitudes concerning adolescent growth and development, body image, gender roles, sexual orientation, dating, marriage, and family." Promoting bias against any group that is protected in the nondiscrimination policy is prohibited, as is promoting religious doctrine.

Bill full text: http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=200320040SB71&search_keywords=

AB 394 - Safe Place to Learn Act **Effective Date: 1/1/2008**
Mandates the monitoring of schools by the California Department of Education, and accessibility of resources/policies to assist schools in addressing discrimination and harassment.

Due to the number of California schools who were not in compliance with AB 537, this law mandated monitoring of schools by the California Department of Education (CDE). In addition to regular monitoring, this law instructed CDE to make available on their website resources and model policies to assist school districts with addressing discrimination and harassment based on race, ethnicity, sex, national origin, religion, mental or physical disability, and perceived or actual sexual orientation, gender identity and gender expression. These materials can be accessed at <http://www.cde.ca.gov/ls/ss/se/bullyingprev.asp>.

Bill full text: http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=200720080AB394&search_keywords=

SB 48 - Fair, Accurate, Inclusive, and Respectful Education Act **Effective Date: 1/1/2012**
Includes LGBT Americans in the groups to be included in the teaching of U.S. History and relevant instructional materials.

This bill adds "LGBT Americans", "people with disabilities", "European Americans" and "other cultural groups" to the California Education Code regarding groups to be included in the teaching of California of US History, specifically "to the economic, political, and social development of California and the United States of America, with particular emphasis on portraying the role of these groups in contemporary society."

These groups were also added to the section of the Code pertaining to instructional materials, stating that only materials that "accurately portray the cultural and racial diversity of our society" may be adopted. Additionally, a prohibition on the adoption of materials containing "matter that reflects adversely upon persons" belonging to several groups now includes sexual orientation.

AB 9 - Seth's Law

Effective Date: 1/1/2012

Requires school employees to intervene immediately when witnessing discrimination, harassment, or bullying based on actual or perceived characteristics of a protected class.

This bill adds "intimidation and bullying based on the actual or perceived characteristics" to previous laws requiring "local educational agencies" to adopt policies to prevent and respond to discrimination and harassment based on race, ethnicity, sex, national origin, religion, mental or physical disability, sexual orientation, gender identity or gender expression. It expands the complaint process to include "intimidation and bullying." The materials CDE is mandated to post, as specified in AB 394, must also include resources and model policies to address and prevent "intimidation and bullying."

This law specifies that school employees who witness discrimination, harassment, intimidation or bullying based on the aforementioned characteristics are required to "take immediate steps to intervene when safe to do so."

Bill full text: http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201120120AB9&search_keywords=

AB 1266 – School Success and Opportunities Act

Effective Date: 1/1/2014

Allows students to participate in sex-segregated programs and use facilities in alignment with their gender identity.

Amends the California Education Code to allow students to participate in sex-segregated school programs, such as athletics, in accordance with their gender identity and to use facilities in accordance with their gender identity, regardless of the gender listed on their school records.

Bill full text: http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB1266&search_keywords=

RESOURCES AND SUPPORT ARE AVAILABLE

LOCAL

The Inclusive Schools Coalition for Central and East Contra Costa County is led by Rainbow Community Center. The Coalition provides assistance to schools and districts regarding the development and implementation of policies promoting school safety for students and staff of all sexual orientations, gender identities and gender expressions. The Coalition also delivers awareness workshops for school district administrators, school staff, and students.

Want to join our Coalition?

Email inclusivecoalition@rainbowcc.org

Training/Presentation Requests

Email training@rainbowcc.org

Rainbow Community Center offers programs and services to the LGBTQIQ2-S community, their families, caregivers, and allies; including youth programs, support groups, case management, and counseling services. Learn more at www.rainbowcc.org.

ONLINE

<http://www.stopbullying.gov/> - bullying prevention, response, tips for drafting school policies, and climate assessments.

<http://www.safeschoolscoalition.org/lawpolicy-models.html> - models of school district policies and procedures.

<http://www.casafeschools.org/csscmodelpolicy1209.pdf> - *Model School District Policy Regarding Transgender and Gender Nonconforming Students*

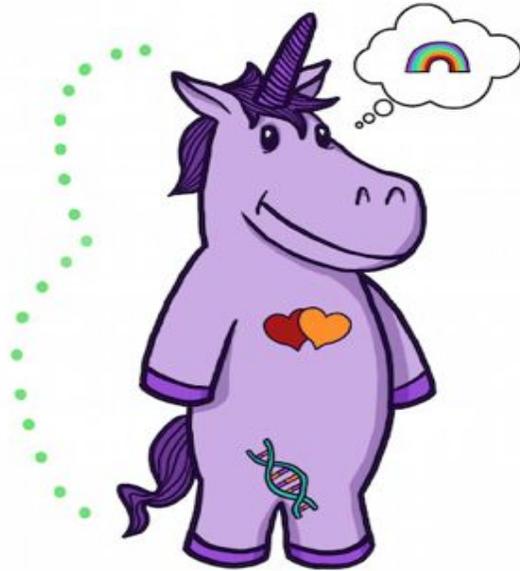


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The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan

Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression/Presentation

- Feminine
- Masculine
- Other

Sex Assigned at Birth

- Female
- Male
- Other/Intersex

Sexually Attracted To

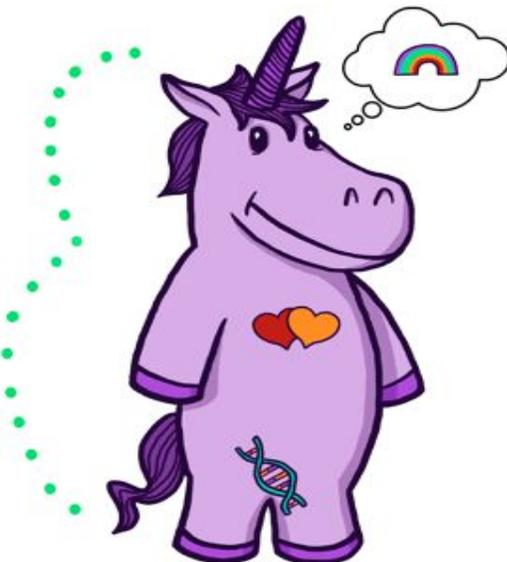
- Women
- Men
- Other Gender(s)

Romantically/Emotionally Attracted To

- Women
- Men
- Other Gender(s)

O Unicórnio de Gênero

Gráfico por:
TSER
Trans Student Educational Resources



Para saber mais, vá até:
www.transstudent.org/gender

Design by Landyn Pan

Identidade de Gênero

- Feminina/Mulher/Garota
- Masculino/Homem/Garoto
- Outros Gêneros

Expressão/Apresentação de Gênero

- Feminina
- Masculina
- Outras

Sexo Designado ao Nascer

- Feminino
- Masculino
- Outro/Intersexo

Atração Sexual Por

- Feminilidade
- Masculinidade
- Nenhuma/Outra expressão

Atração Emocional/Romântica Por

- Feminilidade
- Masculinidade
- Nenhuma/Outra expressão

TRANS UMBRELLA

Trans*/Transgender
Someone who does not identify with their sex assigned at birth

Transfeminine/Transmasculine
Someone who identifies more female than male or more male than female

Trans Man/Trans Woman
Someone who was female at birth but identifies as male/someone who was male at birth but identifies as female

Agender
Someone who does not identify with a gender

Two Spirit
Someone who fills one of the many mixed-gender roles prevalent in Native American communities

Multigender
Someone who identifies with more than one gender (e.g. bigender)

Gender Fluid
Someone whose gender changes

Genderqueer
Someone who does not identify within the gender binary

Identities Not Under The Trans* Umbrella:

Cisgender
Someone who is not trans*

Drag Performer
Someone who wears flamboyant clothes for entertainment value (can be trans*)

Crossdresser
Someone who wears clothes associated with the a different gender (can be trans*)

Intersex
The presence of a less common combination of biological features that generally distinguish male and female (can be trans*)

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For more information,
go to transstudent.org/graphics

TSER
Trans Student Equality Resources

THE BISEXUAL* UMBRELLA

- This text represents one person's opinion and is not meant to speak for anybody else.
- The umbrella only includes people who identify under it and want to be included.

BISEXUAL

Anyone attracted (sexually romantically or otherwise) to people of more than one gender, or to people of similar-different genders, and who identifies as bisexual*.



HOMOFLEXIBLE/LESBIEXIBLE

People who are usually attracted to people of genders similar to their own but might occasionally be attracted to people of genders different from their own.

HETEROFLEXIBLE

People who are usually attracted to people of genders different from their own but might occasionally be attracted to people of genders similar to their own.

FLUID

Attraction which changes or might change over time (towards people of various genders).

QUEER

A non-specific identity for describing anyone diverging from heterosexuality, monogamy and vanilla sexuality. In a bi-spectrum context, it's used to convey attraction to people of more than one, or to many gender(s).

POLYSEXUAL

Anyone attracted to people of many genders and sexes (but not all), and who identifies as poly.

PANSEXUAL/OMNISEXUAL

Anyone attracted to people of all genders and sexes, or regardless of sex and gender, and who identifies as pan or omni.

OTHER BI+ IDENTITIES

Include: biromantic, panromantic, bisexual, pansexual, bi+queer, bi+queer-lesbian, ambisexual, anthrosexual, multisexual, gender-blind, panomosexual and many more.

Describes people who are usually gay, lesbian or heterosexual and who are curious about experimenting with people of genders different from their usual preference.

Made by Shiri Eisner <http://bi+tyke.tumblr.com>