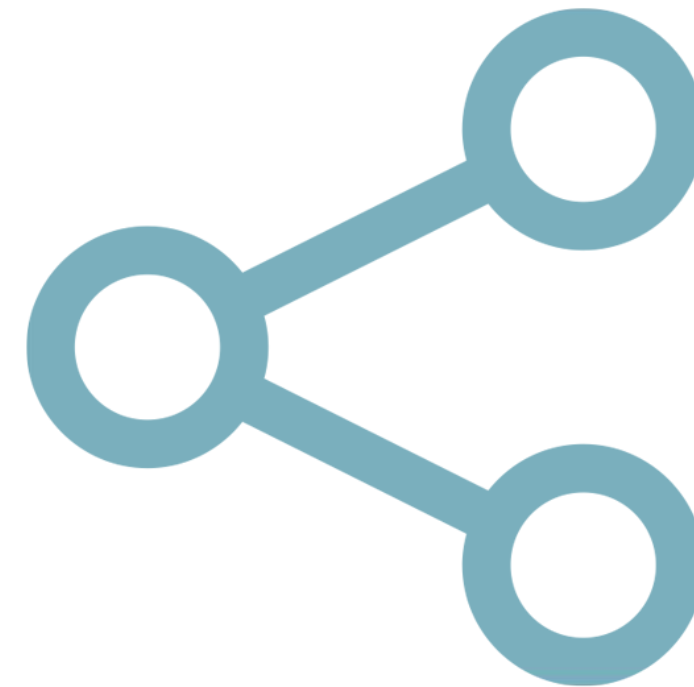


LGBTQ+ Support in Education: Policy, Practice & Partnership in California Schools





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California Department of Education



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California School-Based Health Alliance

LGBTQ+ Support in Education: Policy, Practice, & Partnership in California Schools

May 14, 2025



CALIFORNIA DEPARTMENT OF EDUCATION
Tony Thurmond, State Superintendent of Public Instruction

Relevant Legislation:

**LGBTQ+ Inclusive
Instruction, Education, Support,
and Training**

LGBTQ+ Inclusive Instruction

CA Education Code 51930-51939:

California Healthy Youth Act (CHYA) requires school districts throughout the state to provide students with comprehensive sexual health education, along with information about HIV prevention, at least once in high school and once in middle school.

CA Education Code 51204.5:

Fair, Accurate, Inclusive, and Respectful Education (FAIR) Act requires schools to include the role and contributions of LGBTQ+ Americans, persons with disabilities, and members of other ethnic and cultural groups in history and social studies curriculum.

LGBTQ+ Inclusive Education

- **CA Education Code 217, 220.1, 220.3, 220.5:**

Support Academic Futures and Equality for Today's Youth (SAFETY) Act strengthens existing rights and protections for LGBTQ+ students and bans "forced outing" of students' LGBTQ+ identities and provides additional protections for educators from retaliation or adverse action.



- **CA Education Code 17585 and 35292.5:**

All-Gender Restrooms mandates that all K-12 schools in California provide at least one all-gender restroom by July 1, 2026. Aims to ensure that all students, including LGBTQ+, including non-binary students, have access to safe and inclusive restroom facilities. The law also requires that these restrooms be properly maintained, fully operational, and **readily accessible**.



LGBTQ+ Inclusive Support

- **CA Education Code 219:**

LGBTQ+ Statewide Advisory Task Force (LGBTQ+SAT): Requires the SSPI to convene an advisory task force to identify the needs of LGBTQ+ students, and to make recommendations to assist in implementing supportive policies and initiatives to address LGBTQ+ students' education and well-being. The advisory task force is on track to report their findings and recommendations to the Legislature, the Superintendent, and the Governor by January 2026.

LGBTQ+ Inclusive Support & Training



CA Education Code 218.3:

Providing Relevant, Inclusive Support that Matters for LGBTQ+ Students (PRISM) requires that:

- The CDE develop and finalize an online training curriculum to support LGBTQ+ cultural competency training for teachers and all other certificated employees.
- Beginning with the 2025–26 school year, and continuing through the 2029–30 school year, a local educational agency (LEA) shall provide and require a minimum of one hour of LGBTQ+ cultural competency training annually **to all teachers and other certificated employees serving pupils in grades 7 to 12 over the five-year period.**
- The CDE will monitor progression throughout the 5-year period.

PRISM Requirements & Communication


Who is required to complete these trainings and what information is covered?

- A comprehensive professional development training for CA certificated educators who serve grades 7-12.
- PRISM offers six high-quality courses to provide resources and support to educators in supporting LGBTQ+ students with intersecting identities
 - Course #1: LGBTQ+ 101 and Intersectional Identities
 - Course #2: LGBTQ+ History and Culture
 - Course #3: Preventing Bullying, Harassment and Discrimination for LGBTQ+ Students
 - Course #4: Strategies for Safe and Supportive LGBTQ+ Peer Affinity Clubs
 - Course #5: Suicide Risk Factors, Warning Signs and Prevention
 - Course #6: Inclusive Pedagogy and Facilitation



PRISM Requirements & Communication





**CALIFORNIA DEPARTMENT
OF EDUCATION**
1430 N STREET, SACRAMENTO, CA 95814-5901 • 916-319-0800 • WWW.CDE.CA.GOV

TONY THURMOND
STATE SUPERINTENDENT OF
PUBLIC INSTRUCTION

September 26, 2024

Dear County and District Superintendents and Charter School Administrators:

Lesbian, Gay, Bisexual, Transgender, and Queer Plus Cultural Competency Training Requirements and Resources

California Education Code (EC) Section 218.3(b)(1) requires the California Department of Education (CDE) to finalize the development of online training curriculum to support lesbian, gay, bisexual, transgender, and queer plus (LGBTQ+) cultural competency training for teachers and other certificated employees on or before July 1, 2025. In addition, the CDE is required to develop an online training delivery platform to host the training content.

EC Section 218.3(c) states that beginning with the 2025–26 school year and continuing through the 2029–30 school year, a local educational agency (LEA) shall provide and require a minimum of one hour of LGBTQ+ cultural competency training annually over the five-year period to all teachers and other certificated employees serving pupils in grades seven to twelve.

The CDE has contracted with the Los Angeles County Office of Education to develop the Providing Relevant, Inclusive Support that Matters (PRISM) for LGBTQ+ Students program. The PRISM curriculum will contain six courses that address all of the topics listed in EC Section 218.3(b)(3). These courses will be available for free and hosted in a learning management system (LMS) that will be available beginning July 2025. The LMS will have the capability to track participation data per school site.

LEAs must provide the training on paid time during the employees' regular work hours or designated professional development hours unless otherwise negotiated and mutually agreed upon with the employees' local bargaining unit. LEAs are not prohibited from providing longer, more frequent, relevant in-service training to meet the online training standards, provided that it is mutually agreed to with the employee's local bargaining unit and follows the requirements listed in EC Section 218.3.

An LEA is required to maintain records documenting both of the following:

- The date that each employee satisfied the requirements of this section.
- The name of the entity that provided the training.

This data must be made available to the CDE upon request as part of the department's annual compliance monitoring of state and federal programs.

If an LEA chooses to use an alternative to the free online PRISM training, the alternative training must be substantially similar to and meet the same standards of the PRISM training.

If you have any questions regarding this subject, please contact the Teacher and Leader Policy Office by phone at 916-445-7331 or by email at TLPO@cde.ca.gov.

Sincerely,

Tony Thurmond
State Superintendent of Public Instruction

TT:so

What to do when our LGBTQ+ students need support?

- KNOW YOUR RIGHTS (RESOURCES)
- FOLLOW EDUCATION CODE
- UNIFORM COMPLAINT PROCEDURES (UCP)
 - What is UCP? [Uniform Complaint Procedures - Complaint Procedures](#)
 - Some complaints may be filed anonymously or on behalf of a student.
 - How to File A Complaint: [California Department of Education FAQ - Department Information](#)

Websites & Resources

- [CDE: CHYA FYI: This site is under construction!](#)
- [CDE: CHYA FAQs & CA Health Education Initiatives](#)
- [CA Healthy Kids Resource Center: Free Educational Resources](#)
- [LGBTQ+ History and The FAIR Act](#)
- [ACLU: Inclusivity Requirements and Opting-Out](#)
- [PRISM](#) (Providing Relevant, Inclusive Support that Matters for LGBTQ+ Students)
- [CDE: CALPADS: Student Privacy and Guidance for changing a student's gender or legal name in data system.](#)
- [CDE: Supporting LGBTQ+ Students: Instructional guidance, law, and policies.](#)
- [ACLU: Tracking Anti-LGBTQ Legislation in the U.S.](#)
- [CDE: Protections for LGBTQ+ Students](#)
- [CDE: Uniform Complaint Procedures and How to File a Complaint](#)
- [ACLU: MY SCHOOL MY RIGHTS: Education Complaint Guide](#)
- [OAG: KNOW YOUR RIGHTS: State of California Department of Justice, Attorney General Rob Bonta](#)

Legislation& CA Education Code:

- Assembly Bill 1955: The SAFETY Act: (Ward) LGBTQ+ Caucus, FAQs and Fact Sheets
- Assembly Bill 1955: The SAFETY Act: (Ward) Legislation and CA Education Code
- Senate Bill 760: School Facilities All-Gender Restrooms: (Newman) Legislation and CA Education Code
- Senate Bill 857: LGBTQ+ Advisory Task Force: (Laird) Legislation and CA Education Code
- Assembly Bill 5: The Safe and Supportive Schools Act: (Zbur) Legislation and CA Education Code


Contact Information:
dtorres@cde.ca.gov




FREE RESOURCES AVAILABLE




[www.schoolhealthcenters.org/
about-us/our-work/](http://www.schoolhealthcenters.org/about-us/our-work/)



FROM VISION TO REALITY:
How to Build a School Health Center from the Ground Up



Planning a School-Based Health Center: Key Steps



BEST PRACTICES CHECKLIST

VISION TO REALITY

From Vision to Reality, our toolkit on starting a school-based health center (SBHC), is a comprehensive resource for anyone seeking to expand health services for students.

KEY STEPS TO PLANNING

The first steps of establishing a new school-based health and wellness center can feel daunting. Our Key Steps to Planning overview outlines the high-level activities to get started.

BEST PRACTICES CHECKLIST

The Best Practices Checklist is designed to help school-based health and wellness center staff identify areas where they can strengthen their practices and improve the quality and sustainability of services.

STAY CONNECTED

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 [sbh4ca](https://www.instagram.com/sbh4ca)

Gracias

謝謝

Thank you

Cảm ơn

Salamat

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 slau@schoolhealthcenters.org