

HUSD LGBTQ+ Outreach Plan

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Introduction

On February 12, 2025, the Hayward Unified School District Board of Education directed district staff, [through an LGBTQ+ Sanctuary resolution](#), to develop a comprehensive strategy for community outreach and engagement with students, staff, and families to address growing misinformation efforts targeting LGBTQ+ individuals and policies across the district and country. This strategy is to include clear communication tools, educational resources, and collaboration with community partners. A detailed plan must be presented to the Board within 90 days of the adoption of the resolution.

Hayward Unified has an unwavering commitment to ensuring that all students and staff feel welcomed, seen, and supported. Recognizing the need to address growing misinformation about the LGBTQ+ community, and to clarify the role of the school district in acknowledging and supporting members of this community, HUSD has developed the following communications plan. The plan outlines activities and a timeline for engaging with students, staff, families, and the broader community about existing services and resources, HUSD policies, and California legal requirements as a public educational agency.

Goal 1:

We will proactively communicate what current resources exist within HUSD to support our LGBTQ+ youth.

Action Item	Resources	Who does this support?	Timeline
Information Campaign Create a prominent and engaging year-round public information campaign that highlights LGBTQ+-related resources and support for LGBTQ+ youth/anti-bullying. Target audiences are students, staff, admins, families, and the community. This information campaign would span the entire year, occurring not just during special recognition days of Pride Month Communications channels include social media, newsletters, school and district websites, video, etc. Some media campaigns would be produced by students. This also aligns with Goal 2 to proactively communicate to families, students and community.	Existing and currently updated Safe and Inclusive Schools Program pages with possible topics: • Bullying • Mental Health • Legal Protections • Inclusive Lessons • LGBTQ+ Youth • Transgender Youth • Name, Gender, Pronoun Change (update in progress) • GSA / Ally Clubs Promote Parent Power Sessions - Allyship for Youth Sexual Orientation, Gender Identity and Expression (SOGIE) Promote Families United Conference - LGBTQ+ Session for Families	Staff, families, and community • District Posters • Staff newsletters • Community messages • Social media • Websites • Events	August, 2025 - ongoing

FAQ Create an FAQ web page to answer known community questions, clarify issues, facilitate a broad understanding of how HUSD supports its LGBTQ+ community, and demystify language and terms that may be unfamiliar. This could also be used to address common ally questions.	Examples of known questions • Why we fly the Pride flag • Curriculum and books about identity • Who can use which bathrooms, etc	Community, family, and staff	Summer 2025
New Web Page/Brochure Create a summary document/brochure/web page that explains what we do in HUSD to support our LGBTQ+ youth. Printed versions of this content would be available at school sites, the District Office, the Hub, and other areas where students, staff, and community members congregate. *this might overlap with other actions	Adapt information from the Safe and Inclusive Schools Program web pages	Community, family, and staff	August, 2025
Publication Publish a brochure using the	Refer to 2025-2026 Annual Notification to Parents once it is published.	Students, families, and staff so they can know the rights of transgender youth to receive	May-September, 2025

language in the Annual Notification to Parents about supports for Transgender, Nonbinary and/or Gender Expansive Students.		an education Family Engagement Specialists to communicate to parents	
Training Provide district and site administrators with an overview training of supports that are required by the California Education Code and HUSD policies to ensure LGBTQ+ youth have equitable access to their education. Training information includes laws, HUSD systems, and gender support, community partner resources, etc.	Legal Protections	District and site administrators, who can then share with their staffs or teams Attendance clerk and office manager trainings for student records	August, 2025 LLA with administrators TBD for office managers and attendance clerks based on availability
Resource List Create a list of current and timely resources, including those related to mental health, to support both personal needs and/or school system needs of LGBTQ+ youth that are relevant to the issues they are currently facing.	Existing Safe and Inclusive Schools Program pages HUSD Community Partners Student input from HHS GSA club (April 2025): • Passports • Gender affirming healthcare • School systems rights/supports	LGBTQ+ students and families Staff who are offering support	June, 2025

	Support for immigrant families		
Community Partners Guide Create a document that lists our community partner liaisons, contact information and their specific supports for LGBTQ+ students and families; attach any referral forms.	Our Space-Side by Side Family Builders Youth Acceptance Collaborative referral form Lambda Youth Project - Horizon Services	Students, families, and staff offering support	Summer 2025

Goal 2:

We will proactively communicate to families, and support staff members in responding to questions or concerns about LGBTQ+-inclusive student support or curriculum.

Action Item	Resources	Who does this support?	Timeline
Admin Slides Produce slides for administrators to use at Back to School Nights with information about our Immigrant Sanctuary Resolution, LGBTQ+ Sanctuary Resolution, and our commitment to year-round teaching about inclusive history and identities. Explain that we do this to promote safe school environments and learn about the diversity of people in our school and in the world.	HUSD Immigrant and LGBTQ Sanctuary Resolutions, HUSD vision, values and goals, HUSD Equity Policy, Welcoming Schools sample language	Families, teachers, administrators, students	July, 2025
Collaborate with site administrators (or other role groups) to learn about questions that arise about LGBTQ+ topics and explore language that can support dialogue.	Welcoming Schools sample language	Site administrators, teachers, staff, families	TBD

Goal 3:

We will support our LGBTQ+ students and allies to have access to safe spaces at school.

Action Item	Resources	Who does this support?	Timeline
Listening Sessions Support existing GSA or Rainbow or Ally Clubs by facilitating listening sessions with youth, staff, and district leaders to learn more about the support their club may need, and issues they are facing at school so that staff may be responsive. Present brochure of student rights/systems supports to youth.	SISP GSA / Ally Club webpage	Students, teachers, staff, district leaders, families	Fall 2025

Acknowledgements:

The HUSD Board of Education Trustees and Superintendent express their deepest appreciation for the teachers who pioneered and sustained the district-level work to support our LGBTQ+ students, staff and families. Serving consecutively in the role of Safe and Inclusive School Program Teacher on Special Assignment, Lynn Bravewomon (1956-2025) and Hidie Reed have collaborated with Genders-Sexuality Alliance (GSA) club advisors, teacher leaders, staff, administrators,, and community partners to create safe and welcoming spaces for all our youth. This plan exists as a result of their dedicated leadership, expertise and many seeds of allyship planted over the past 25 years.