



## Conejo Valley Unified School District Diversity, Equity and Inclusion Equity Task Force

The information below is a chronology of *some* of the efforts and actions from the Equity Task Force, which formed in September 2020. It is important to note this list is **not exhaustive** and by no means indicates we have fulfilled our mission - in fact there is much work ahead.

### 2020-2021 School Year

1. Meetings with various individuals, including educational leaders and students to discuss how to form the inaugural ETF Committee in CVUSD. Non-CVUSD educators, who represent diversity themselves, volunteered to make up the Equity Task Force Forming Committee. The Forming Committee would review all submitted interest forms and ultimately select individuals to make up the inaugural Equity Task Force.
  - a. 6/25/20 Justice in the Classroom Students
  - b. 7/6/20 Dr. Zenda Abbott, VCOE
  - c. 7/15/20 Mr. Dan Losen, UCLA
  - d. 7/20/20 Mr. Drayton Ramsey, VCOE
  - e. 7/21/20 Justice in the Classroom Students
  - f. 7/28/20 Dr. Abbott, VCOE
  - g. 7/28/20 Mr. Losen, UCLA
  - h. 7/29/20 Mr. Ramsey, VCOE
  - i. 8/5/20 Ms. Diana Hernandez, CLU
  - j. 8/7/20 Dr. Abbot (VCOE), Mr. Ramsey (VCOE), Ms. Hernandez (CLU) meet to discuss the informal interview process to select inaugural ETF committee members.
  - k. 8/13/20 ETF Forming Committee Created - Mr. Ramsey (VCOE), Ms. Jaloma (CLU), Ms. Hernandez (CLU) and Dr. Abbott (VCOE)
  - l. 8/14/20 ETF Forming Committee identify interview candidates
  - m. 8/18/20 ETF Forming Committee identified interview scenarios/questions
  - n. Updates about the process provided and discussed during Cabinet meetings along the way
  
2. ETF Committee Interview Dates (40 individuals participated in the interviews; 15 individuals invited to make up the inaugural ETF)
  - a. 8/27/20
  - b. 8/28/20



3. Equity Task Force Members:

Ana Alvarez  
Alysia Flamer  
Azaybath Gonzalez  
Mia Greenidge  
Isaac Huang  
Manas Khatore  
Nadia Lucero  
Sandra Martinez-Galvan  
Jacques McClendon  
Roshnee Moorthy  
José Luis Pino  
Déjà Townsend  
Catherine Xu  
Ava Zasloff

4. Equity Task Force Meeting Dates and Topics Discussed

- a. 9/30/20
  - i. Introductions and how we self-identify Getting to know one another “why you expressed an interest”
  - ii. Availability for meeting dates and times
- b. 10/14/20
  - i. Getting to know one another - what have been your experiences in CVUSD related to diversity, equity and inclusion?
  - ii. Meeting norms
  - iii. Mission and vision
  - iv. Future meeting agenda setting
- c. 10/28/20
  - i. Check in- how are you doing?
  - ii. Areas of interest from the group (e.g. curriculum, staff training, family/student outreach, hiring/recruitment)
  - iii. Consider formation of subcommittees given the vastness of the work/interests
  - iv. Initial requests/recommendations made; provide required training to all principals, central office administrators and counselors on anti-discrimination, equity and inclusion; confidential central reporting option
- d. 11/18/20
  - i. Check in- how are you doing?
  - ii. Subcommittee’s formed
  - iii. Participation in Principals/Central Office Leadership equity training, sharing firsthand stories/experiences about discrimination

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- iv. Request to add equity-centered questions on all hiring interviews, especially for leadership positions
- e. 12/2/20
  - i. Review required principal, counselor, and central office administrator equity training content
- f. 1/6/21
  - i. Discuss ETF members experiences from joining administrator equity trainings
- g. 1/27/21
  - i. Discuss upcoming Board of Education presentation
  - ii. Status of confidential incident reports- how are these followed up
- h. 2/3/21
  - i. Discuss feedback from Board of Education presentation (hurt feelings from community criticism posted on social media and communicated to ETF members that certain communities were not explicitly named and that there appears to be an unfair emphasis on racism)
  - ii. Updates from subcommittees
  - iii. Request to extend GSA clubs to middle schools, request to provide training to elementary staff on LGBTQ+, request to extend Black Student Union to other high schools beyond WHS
- i. 2/24/21
  - i. Feedback from curriculum subcommittee members on their meetings with IS Directors and Principals at secondary levels
  - ii. Update from Human Resources subcommittee- where does CVUSD recruit? How can we support a more diverse workforce?
  - iii. Notify ETF about the upcoming formation of an LGBTQ+ working group, request to have one ETF member participate
- j. 3/3/21
  - i. Questions posed regarding School Resource Officers - overall desire to create positive relationships with SROs at sites
  - ii. Updates from subcommittees (Human Resources, Student Success, Curriculum)
- k. 3/24/21
  - i. Checking in with one another and how ETF members experienced recent AAPI violence in Atlanta
  - ii. Draft proposal of anti-Asian hate resolution
  - iii. Discuss goals before end of year
- l. 4/28/21
- m. 5/5/21
- n. 5/26/21



5. Board Presentations
  - a. [September 1, 2020](#) Equity Task Force
  - b. [February 2, 2021](#) Equity Task Force Update
  
6. ETF Curriculum Subcommittee meeting dates:
  - a. 12/9/20
  - b. 12/16/20
  - c. 1/20/21
  - d. 2/10/21
  - e. 2/16/21
  - f. 3/11/21
  - g. 4/1/21
  - h. 4/22/21
  - i. 5/13/21
  - j. 5/26/21
  
7. Recommendations from ETF Curriculum Subcommittee:
  - a. Require at least one core literature novel whose author and protagonist come from an underrepresented minority group be taught at each grade level (6-12) per school year.
  - b. Pilot a new high school Ethnic Studies course in the 21-22 school year with the goal of it become a graduation requirement for the class of 2026
  - c. California and American history should include the contributions and real experiences of indigenous peoples, as well as those of ethnic and religious minorities