



Conejo Valley Unified School District Diversity, Equity and Inclusion LGBTQ+

The information below reflects *some* of the joint efforts between CVUSD and our families to increase support and affirming learning environments for our students who identify as LGBTQ+. It is important to note this list is **not exhaustive** and does not reflect school site specific efforts/actions and by no means indicates we have fulfilled our obligation to our LGBTQ+ students, families, and colleagues.

2013-2014

1. Assistant Superintendent of Instruction at the time provided guidance to principals on the creation of School Success Plans. A School Success Plan is a document that is completed via communication between parents/guardians, students, and school staff to identify supports and equal access for students who identify as gender diverse. The School Success Plan was an outcome of [Assembly Bill 1266](#).

2018-2019

1. Board Presentation:
 - a. [April 2, 2019](#) - “Diversity/Sensitivity Training”

2019-2020

1. A CVUSD parent of a transgender youth reached out to District Leadership requesting an opportunity to collaborate with CVUSD to address staff training on gender diversity, resources and supports for families and consider books (elementary) made available in school libraries that include stories of gender diversity. Meeting dates with District Leadership and parent(s):
 - a. 10/25/19
 - b. 12/19/19
 - c. 1/8/20
 - d. 2/25/20
 - e. 3/11/20
 - f. Additional meetings were scheduled and unfortunately cancelled due to COVID.
2. Central office administration attends and participates with High School Gay Straight Alliance (GSA) Clubs to express support to the students and to solicit their input on how to create more supportive and affirming schools:
 - a. 1/24/20 WHS
 - b. 2/4/20 TOHS
 - c. 2/7/20 NPHS
 - d. Additional visits were scheduled and unfortunately cancelled due to COVID.
3. Board Presentation
 - a. [January 21, 2020](#) Update: Diversity/Sensitivity Support for District Employees



4. Mr. Loo and Dr. Miller co-developed gender diversity training. The training provides CVUSD staff with a review of public education legal obligations and responsibilities to create a discrimination free learning environment for our gender diverse students. The training also includes a review of terminology and vocabulary, pronoun use and how to create supportive and affirming learning environments. The genesis of this training was from requests from parents in our community of students who identify as transgender and from school staff who expressed they want to make sure they are doing the right thing.
5. Gender Diversity Training planning discussion with site principals and teacher leaders (sites identified based upon requests from principals with known students who identify as transgender- therefore a priority in providing training and guidance):
 - a. 12/19/19 Wildwood Elementary
 - b. 1/14/20 Westlake Hills Elementary
6. Gender Diversity Training
 - a. 3/10/2020 Wildwood Elementary
 - b. Additional training dates and school sites were scheduled yet were cancelled due to COVID school closures.

2020-2021

1. Unity Conejo (a locally organized group specifically to support LGBTQ+ youth and families) collaboration meetings with central office administrators
 - a. 11/10/20
 - b. 12/8/20
 - c. 1/12/21
 - d. 2/9/21
 - e. 3/9/21
 - f. 4/15/21
 - g. 5/11/21
2. BreakThrough LGBTQ+ Workshop (this topic had not previously been included in parent information nights)
 - a. [12/20/20 - Supporting you LGBTQ+ Child](#)
 - b. [4/27/21- Communicating with your LGBTQ+ Child](#)
3. Gender Diversity Training provided by Dr. Miller and Mr. Loo, which include a pre-meeting with the school's leadership team
 - a. 12/9/20 Westlake Hills Elementary
 - b. 1/27/21 All elementary principals
 - c. 2/10/21 Glenwood Elementary
 - d. 2/16/21 Student Support Services Leadership Team
 - e. 3/15/21 Walnut Elementary
4. Joint meeting with OPUSD and SVUSD to collaborate on GSA supports, including the joining of GSA clubs across our districts
 - a. 8/5/20



- b. 10/8/20
 - c. 12/10/20
 - d. 2/3/21
 - e. 3/3/21
 - f. 3/31/21
5. Joint District GSA Club Meetings attended by central office administrators to express support to our students and share with them the confidential incident reporting form
- a. 11/4/20
 - b. 3/3/20
6. Discussion meetings to form a new LGBTQ+ Working Group to include parent, student, and staff stakeholders
- a. 2/18/21
 - b. 2/24/21
 - c. 3/10/2021
 - d. 3/26/2021
7. New LGBTQ+ Working Group is formed, and meetings are scheduled and held. Group consists of 30 participants, including: 3 parents, 7 TK-12 teachers, 6 high school students, 1 counselor, 7 TK-12 administrators, 6 district staff. The 2020-2021 focus is to improve the School Success Plan process, safe restroom access, library book selections, etc. Sub-working groups developed from the whole to implement specific actions. LGBTQ+ Working Group will continue into future years, and the group will regularly address on-going topics throughout the district.
- a. Meeting Dates:
 - i. 3/30/2021
 - ii. 4/13/2021
 - iii. 4/27/2021
 - iv. 5/11/2021
 - v. 5/25/2021
 - vi. 6/8/2021
 - b. Diversifying elementary trade books and library books: this group is reviewing and evaluating a list of literature titles that reflect LGBTQ+ topics.
 - c. Restroom Access: The outcome/goal of this group is to identify ways to create safe restroom access for our students.
 - d. Secondary Professional Learning: Creating a consistent and mandatory training for all secondary schools. Training will be provided by staff within each site. First training is being planned to take place in August 2021 as part of the beginning of the year Annual Mandatory Training. Training will focus on student voice/experience, legal responsibilities, pronouns, key terms, actions to affirm, and a staff tool kit. Additional consistent training will be planned to follow-up in a series of smaller trainings.
 - e. School Success Plan: this group has evaluated the existing document and begun to make recommendations for a proposed new document to include Confidentiality/Privacy, Name/Personal Pronouns, Safety, Academic Considerations and Activities.

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LGBTQ+

8. March 2021: Dr. Miller sent a survey to students in the high school Gay Straight Alliance clubs for their anonymous (they could submit their name voluntarily) feedback and input on preferred restroom designs and restroom needs for our LGBTQ+ students. Survey results (all anonymous) shared with Planning and Facilities staff.
9. April 2021: Meeting held with Dr. Miller, Dr. Hayek, Mr. McCabe (Director of Planning and Facilities) and LGBTQ+ high school students to discuss restroom needs and designs.

