

Diversity/Sensitivity Training

Purpose of Presentation

Review current practices and allow Board to provide feedback on proposed professional learning opportunities for staff with relation to diversity/sensitivity training.

What is already in place?

Annual Mandatory Training

- Sexual Harassment & Non-Discrimination
- Anti-Bullying

CVUSD Employee Code of Conduct

- Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, immigration status, or sexual orientation, unfairly: exclude any student from participation in any program, deny benefits to any student, or grant any advantage to any student.
- Shall not engage in harassing or discriminatory behavior towards students, parents/guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed

Annual Notice of Parents' Rights & Responsibilities

- Safe Place To Learn Act (p.10)
- Uniform Complaint Procedures (p.16)

Bullying, Cyberbullying, Harassment, and Retaliation Investigation Report

1. Finding/conclusion of policy violation: **Yes (Specify Date)** _____ **No**

If yes, please check one or more of the following below:

- Bullying
- Cyberbullying
- Harassment
- Retaliation
- Sexual Harassment

If yes, was the harassment due to the victim's status in a protected class, whether real or perceived?

If so, forward to the Assistant Superintendent of Instruction and the appropriate grade span director.

- Gender
- Sexual Orientation
- Gender Identity
- Race
- Color
- Religion or Creed
- National Origin or Ancestry
- Familial Status
- Physical or Mental Disability

Proposal – 2019-2020

- November 1, 2019 District-wide Professional Learning – Social Emotional Learning speaker will discuss “Social Awareness” - the ability for teachers to teach students how to take the perspective of and empathize with others, including those from diverse backgrounds and cultures
- Mini-Modules (3-5 slides) presented in staff meetings. One mini-module rotated each month:
 - CVUSD Counselors will create presentations
 - Specific subgroups - LGBTQ, SWD, EL, Foster Youth, Homeless, etc.
 - Specific topics – Cultural Proficiency, Abilities Awareness, Gender Expression
 - 9-12 Counselor/student – Joint Presentation
 - TK-8 Counselors – Staff Presentation

Comments, Questions, Further Direction