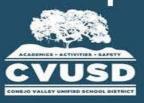
# Diversity/Sensitivity Training





## 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)	Do
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 vict If so, forward to the Assistant Superintence 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

