

Human Resources Department
Diversity, Equity & Inclusion Commitment
 Goleta Union School District

As each GUSD department completes the input and revision process with our educational partners, information will be added to this document and updated on the GUSD website. This will continue to be a living document.

<i>Current actions implemented</i>	<i>Action Item</i>
Reduce barriers in hiring practices to increase opportunities for people of color, diverse backgrounds, and multilingual candidates to work in GUSD.	GUSD Hiring Practices
Ensure all students have access to high-quality instruction through the hiring of fully prepared staff as reported on SPSAs.	School Plan for Student Achievement (SPSA)
Maintain policies and procedures that support diversity, equity, and inclusion and share progress with the community at board meetings and/or through ParentSquare posts.	Policy Revisions Ongoing
Support residency program at UCSB Credential Program.	California Commission on Teacher Credentialing (CTC) Grant Award to SBCEO
Sexual harassment training provided to all supervisors every two years per state law.	Get Safety Trained Website
Sexual harassment training provided to all non-supervisory employees every year per state law.	Get Safety Trained Website
Prioritize substitutes for schools with high enrollment of unduplicated students to limit impact from canceled intervention services	Substitute Priority List
Onboarding of New Employees to include: review of harassment and complaint procedures, review of evaluation procedure	GUSD Onboarding Form

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Next step actions to increase DEI in GUSD:

<i>Priority</i>	<i>Next step actions to increase DEI in GUSD:</i>	<i>Potential Action Item</i>	<i>Anticipated Date of Initial Completion</i>
<input checked="" type="checkbox"/>	Create and require annual an anti-bias training module for all employees	Get Safety Trained Website	August 2022 Ongoing
<input checked="" type="checkbox"/>	Increase awareness of the complaint process by requiring sites to review the policy and process each new school year during August pre-service days	GUSD Annual Acknowledgment Form	August 2022 Ongoing
<input checked="" type="checkbox"/>	Educate and support supervisors to be knowledgeable and capable of implementing site procedures to make complaint procedures and harassment policies and procedures more visible and accessible to all staff	Administrative Advance	August 2022 Ongoing
<input checked="" type="checkbox"/>	Establish system of communication between HR staff to share updates, information, access to resources, and to solicit feedback/input.	Department Meetings	October 2022 Ongoing
<input checked="" type="checkbox"/>	Provide annual update (August welcome back) of staff demographics and teacher education programs we are in partnership with (i.e. residency program at UCSB Credential Program, Cal State Northridge)	Administrative Advance	August 2022 Ongoing
<input checked="" type="checkbox"/>	Provide and record exit interviews for staff that leave GUSD to better understand why employees leave by use of a google form	Exit Interview Form	August 2022 Ongoing
<input checked="" type="checkbox"/>	Maintain policies and procedures that support diversity, equity, and inclusion and share progress with the community at board meetings and/or through ParentSquare posts	Policy Revisions	Ongoing

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<input type="checkbox"/>	Held a morale focus group with paraeducators (June 2023), food service workers (fall 2023), bus drivers (winter 2024) and custodians (spring 2024).	GUSD Focus Groups	In Progress 2023-2024
<input type="checkbox"/>	Implement P-6 appropriate training like Assembly Bill 5 (Safe and Supportive Schools Act) timelines for legislation which requires all certificated 7-12 staff to complete a LGBTQ+ cultural competency annual online training provided by California Department of Education (CDE). Training will focus on federal, State and local laws protecting the rights of LGBTQ+ students and staff	Annual Training and Policy Implications	In Progress 2023-2024