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awareness for staff across a representative group of schools in the district and, from those results, began the development of a set of goals and objectives to shape the work going forward.

The SOGI Scan, conducted March 13 to 31, 2020, reached into 2 representative secondary schools and 5 elementary schools, and resulted in 185 completed surveys from staff.

It was clear from the results that there were pockets of confidence and comfort within the staff to access resources and use them within their classrooms, while other staff felt less confident. Staff indicated that lack of training and/or knowledge were the largest barriers to using resources; that they preferred participating in presentations by district staff, and using the services of the district teacher consultants and counselling coordinator for training/professional learning; and that, largely, their schools provided a safe and inclusive environment for LGBTQ2+ students and families.

This scan informed the SOGI Advisory Goals and Objectives. The 4 goals are:

- 1. Students and staff who identify as LGBTQ2+ will feel safe, supported, valued and included in their schools and classrooms;
- 2. Staff members in the Richmond School District will have the appropriate knowledge and skills in order to feel confident in effectively supporting LGBTQ2+ students in their classrooms and school;
- 3. The Richmond School District will work alongside parents, family members, and members of our community in order to support LGBTQ2+ children and youth;
- 4. The Richmond School District will communicate effectively amongst students, staff, families and partner groups about implementation of the SOGI policy.

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