



Racial Equity Listening Session #1

1. What is the District doing to improve the curriculum, particularly the history curriculum to be more inclusive of Black, Indigenous and People of Color?

- a. The District is conducting an audit of our courses of study and curriculum for inclusion of social justice curriculum and more accurate and inclusive study of history. This audit will be completed this school year.
- b. The District is partnered with the county office of education and other districts within Marin County to develop a Social Justice curriculum for K-12 to be implemented in this school year.
- c. The District will implement racial consciousness curriculum this fall. The curriculum has been developed by Race-Work founder Dr. Lori Watson.

2. How will the District hold administrators, teachers and students accountable for racist behavior?

- a. Creation of an anti-racist policy, to be written and approved by January/February 2021, developed collaboratively with our Black, Indigenous, Students and Staff of Color and our Racial Equity Task Force. We will also use existing anti-harassment, anti-discrimination policies.
- b. The implementation of the Confidential Racial Equity Reporting form, in which students, staff, parents and community members can report racial abuse incidents or provide feedback or comments to the District about our school climates and cultures. On the website, linked [here](#). We have a Spanish language version linked [here](#).
- c. Additional training for site and district administrators on interrupting racism and responding to racist incidents provided by Race-Work LLC. (Dr. Lori Watson and Deborah McKnight)

3. What is the District doing to diversify the faculty and staff of the District?

- a. The District is a member of the [Marin Educators for Equity Initiative](#), which is a consortium of Marin school districts working in concert to attract and retain teachers, administrators and counselors of color.
- b. An integral part of attracting faculty and staff of color is supporting the staff of color who currently work in the district and county. To that end, Tam District Staff of Color Group formed 3 years ago to hold affinity space meetings and provide support specified to staff of color.
- c. The District subscribes to a service called [NEMNET](#), which connects educators of color with school districts who are hiring.

4. Will the District defund School Resource Officers?

- a. The District does not spend money for school resource officers (SROs), nor do SROs have offices or designated spaces on our campuses. SRO's are

designated by local law enforcement agencies and are paid for through those agencies.

5. Why weren't all Board members present?

- a. Due to Brown Act regulations, if a majority of the Board is going to be present at a meeting and participate in that meeting, the meeting must be publicly noticed and follow all regulations of the Brown Act. As this was a community meeting and not a Board meeting, we had a representative of the Board present. Here is an overview of the [Brown Act](#).

6. Where can we find discipline data?

- a. [Discipline Data 2014-15](#)
- b. [Discipline Data 2015-16](#)
- c. [Discipline Data 2016-17](#)
- d. [Discipline Data 2017-18](#)
- e. [Discipline Data 2018-19](#)
- f. [Discipline Data 2019-20](#)