

TAMALPAIS UNION HIGH SCHOOL DISTRICT

Resolution No. 20-1 in support of Antiracist Education

September 8, 2020

WHEREAS, Tamalpais Union High School District recognizes that institutional racism within our system has created harmful environments for our Black, Indigenous and People of Color and therefore prioritizes efforts, strategies, and resources to eliminate institutional racism and its negative impact; AND

WHEREAS, Tamalpais Union High School District is committed to eliminating systemic disparities and ensuring systemic equity, AND

WHEREAS, addressing the needs of Black, Indigenous, People of Color learners requires the District to engage in continuous learning, and to disrupt current policies and practices that perpetuate racism and disparities in educational opportunities; AND

WHEREAS, Black, Indigenous and Students of Color, in fact all students, benefit from teachers of diverse backgrounds, the Board commits to financial and human resources to provide opportunities for interested current staff of color to obtain their teaching credential, and to require specific efforts to recruit and retain administrators, teachers, counselors and staff of color; AND

WHEREAS, Tamalpais Union High School District will develop and implement anti-racist pedagogy and curriculum throughout our courses of study and to develop a more robust and anti-racist Ethnic Studies curricula;

THEREFORE, BE IT RESOLVED, That the Tamalpais Union High School District will engage in anti-racist and anti-colonial behaviors and practices concerning systemic racism; AND

BE IT FURTHER RESOLVED, That the Tamalpais Union High School District, through its Education Services department, will purchase, develop, and offer training resources that support critical dialogue and effective implementation of anti-racist practices across the entire Tamalpais Union High School District systems; These resources will be embedded in professional development as integral components of the districts work with teachers in all subjects and implementation of anti-racist practices will be expected of all district staff; AND

BE IT FURTHER RESOLVED, That the Tamalpais Union School District will consult with parents, educators, and community groups to identify additional measures of racial inequity in the district, and develop metrics for measuring the impact of antiracist actions on student achievement, attendance, emotional wellbeing and feelings of connectedness; AND

BE IT FURTHER RESOLVED, This Board commits itself not only to address the symbols of institutional racism and white supremacy, but also to proactively identify and disrupt biases, practices, policies, and remove institutional barriers that perpetuate injustice and inequality in our schools and our community, and to provide confidential and accessible means for reporting acts of racism and bias by students and staff; AND

BE IT FURTHER RESOLVED, the Board of Trustees commits to do an audit of our courses of study and to provide the resources to revise all courses of study for inclusion of anti-racist content, AND

BE IT FURTHER RESOLVED, the Board of Trustees commits to convening a antiracism task force by September 17, 2020 to review the implementation and impact of the antiracist policy and practices, this task force will be chaired by the Assistant Superintendent of Educational Services and shall include Black, Indigenous, and People of Color representing students, staff and community members; AND

BE IT FURTHER RESOLVED, the Board of Trustees commits to develop a specific anti-racist policy by January 26, 2021, to augment our current anti-discrimination policy, which will be posted at each school site in a prominent location. The Board further commits to this policy being established collaboratively with our students, parents and staff of color; AND

BE IT FURTHER RESOLVED, the Board of Trustees commits to providing resources for the support of Black, Indigenous and People of Color currently employed within the District, and to guarantee that all decision-making teams include Black, Indigenous and People of Color faculty and staff members, AND

BE IT FURTHER RESOLVED, that the Board of Trustees will hold two Board workshops per semester during the coming school year on anti-racist Board leadership in education; AND

BE IT FURTHER RESOLVED, that the Tamalpais Union High School District will measure the impact of the aforementioned action items by capturing Black, Indigenous and Student of Color attendance and achievement data, as well as survey data to include feelings of school connectedness and sense of belonging. These data will be gathered and reviewed twice a year and presented to the Board by district staff.

APPROVED AND ADOPTED by the Board of Trustees on the 8th of September, 2020 by the following vote:

AYES:

NOES:

ABSENT:

I, Tara Taupier, Secretary of the Board of Trustees, do hereby certify that the foregoing is a true and correct copy of a Resolution adopted by the Board of Trustees of the Tamalpais Union High School District at their meeting on September 8, 2020, which Resolution is on file in the office of said Board.

Tara Taupier, Secretary/Board of Trustees

ATTEST:

Cynthia Roenisch, Clerk/Board of Trustees