

**Policy 0415: Equity**

**Status:** ADOPTED

**Original Adopted Date:** 06/14/2022 | **Last Reviewed Date:** 06/14/2022

## RACIAL EQUITY

### Purpose Statement

Tamalpais Union High School District schools aspire to be centers of culturally responsive learning and high quality equitable education for all students. The purpose of this Racial Equity Policy is to confront, actively address, and eliminate the institutional, systemic, and structural racism that harms students and staff, and results in the predictability of outcomes that are correlated with race and ethnicity. The focus of this policy on racial equity by no means diminishes the importance of addressing inequities experienced by other marginalized groups. Identifying and ending racist policies and practices that perpetuate inequities will improve achievement, wellbeing, and school connectedness for all students.

Any amendments to these policies and related Administrative Regulations should be made in furtherance of this policy.

(cf. 0100 (<https://simbli.eboardsolutions.com/SU/2c0tnZCGDQXiMd6ddy1JbA==>) - Philosophy)  
(cf. 0200 (<https://simbli.eboardsolutions.com/SU/SBTMHaLRep1oLa7xabuWJQ==>) - Goals for the School District)  
(cf. 0410 (<https://simbli.eboardsolutions.com/SU/qLzxcplusAC96FU6EQIk6XUBw==>) - Nondiscrimination in District Programs and Activities)  
(cf. 5145.3 (<https://simbli.eboardsolutions.com/SU/ULRdNjdxAr5wujEvp8wOAg==>) - Nondiscrimination/Harassment)  
(Regulation 5145.3 - Nondiscrimination/Harassment)

### **Overview of the elements to be discussed in the policy**

The priority of TUHSD schools is to provide a safe, supportive, and student-centered learning environment to all students. This work will take place in concert with staff, students, parents/families, and social justice educational experts to create hiring practices, staff and student racial incident reporting mechanisms, professional learning, curriculum and instructional practices, mental health support, and systems and structures that dismantle oppression, to eliminate racism, colonialist perspectives, and white supremacy.

### **Hiring Practices**

TUHSD will make regular and specific efforts to recruit, hire, and retain a linguistically, racially, and culturally diverse workforce of teachers, staff, and administration including establishing financial and human resources to provide opportunities for interested current staff of color to obtain their teaching credential.

### **Reporting of Racist Acts**

TUHSD will focus on the advancement and implementation of anti-racist policies and a commitment to address and, when possible, restore our school communities when acts of racism, hate, prejudice, and discrimination in our classrooms and on our campus take place. TUHSD will provide confidential and accessible means for reporting acts of racism and bias by students and staff.

(cf. 5145.9 (<https://simbli.eboardsolutions.com/SU/5ZdedXIPXcBamShhr7KNAg==>) - Hate-Motivated Behavior)  
(cf. 4118 (<https://simbli.eboardsolutions.com/SU/pyblqILicqbk9iL7q3dLcA==>) - Suspension/Disciplinary Action)  
(cf. 1312.3 – Uniform Complaint Procedures)

### **Professional Learning**

TUHSD and school leadership teams will provide the training and tools necessary to ensure an equitable and anti-racist learning community throughout a student's experience in TUHSD. Racial equity is an issue of human rights and not a political issue. Therefore, district and school site administration and school leadership teams will design and implement annual professional learning for classified, certificated staff and the TUHSD Board. All staff and the Board will receive training on anti-racist practices. Teaching staff will receive training on culturally responsive pedagogy to build the skills, knowledge, and lens necessary to develop lessons that celebrate cultural diversity across subject areas, while engaging in discussions about race, racism, and racial justice with their students and colleagues. In order

to reduce disproportionate impact of disciplinary actions and to improve the learning environment, and outcomes of students, TUHSD will adopt, implement, and fully train administrators, staff, and teachers in trauma-informed practices, restorative practices, and de-escalation practices. TUHSD will establish district-wide resources to oversee and manage the implementation and maintenance of professional learning for culturally responsive teaching, antiracism, and trauma-informed and restorative practices.

(cf. 4131 (<https://simbli.eboardsolutions.com/SU/kgsqofVQslshviv4QyxEsOnxQ==>) - Staff Development) (cf. 4231 (<https://simbli.eboardsolutions.com/SU/RxGFI9mAzS56AF0iHc4Gag==>) - Staff Development)  
(cf. 4331 (<https://simbli.eboardsolutions.com/SU/6rCzftJplusVP90AM4VGyttJA==>) - Staff Development) (cf. 4119.21(<https://simbli.eboardsolutions.com/SU/4UqtHLFGmjgqpnQYAFslsh5zw==>) /4219.21(<https://simbli.eboardsolutions.com/SU/3l6yplusuMh0slshy39PslshWtJguhW==>) /4319.21 (<https://simbli.eboardsolutions.com/SU/1A5taQWnyheKXJ5QNluOcQ==>) - Professional Standards)  
(cf. 4218 (<https://simbli.eboardsolutions.com/SU/TG88d2rriJHOpTIKqfuRYg==>) - Dismissal/Suspension/Disciplinary Action) (cf. 5144 (<https://simbli.eboardsolutions.com/SU/evs1NyynxzWvyxXVLRbVmQ==>) - Discipline)  
(cf. 5144.1 - Suspension and Expulsion/Due Process)  
(cf. 5144.2 - Suspension and Expulsion/Due Process -Students with Disabilities)

### **Curricular and Programmatic Practices**

To support the expansion of students' understanding of historically marginalized people TUHSD will pursue an inclusive curriculum by decentering whiteness and regularly updating all curriculum through a culturally responsive lens. To align with future California Department of Education requirements, TUHSD will make the completion of an Ethnic Studies course a graduation requirement starting with the graduating class of 2027. TUHSD shall also pursue inclusiveness in its curricular and extracurricular courses and activities in order to ensure that TUHSD students have equitable access to TUHSD programs, supports, and services.

### **Community Outreach and Engagement**

TUHSD will support the schools' outreach and communication efforts to ensure the larger community is engaged with the anti-racist work of the district. TUHSD schools will ensure all families in the district community are well-served, represented, and are engaged in their student's education and have access to resources that may benefit their students. TUHSD will further establish processes and structures for regular communication and collaboration between TUHSD campuses to foster alignment of anti-racist practices. TUHSD will also actively communicate to our partner middle schools our goals and expectations for anti-racist schools embodied in this policy, so that students will be prepared for a seamless entry into the TUHSD community. The District's ongoing attention to communication and collaboration with parents and families of our students, alignment across schools and communities, and strengthening the inclusion for all incoming students will ultimately provide a more broad application of the anti-racist intent of this policy for our school communities.

Adopted:  
June 14, 2022

Tamalpais Union High School District  
Larkspur, California

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