



MEETING MINUTES

Call to Order at 5:00 p.m.

Board Workshop Meeting

Diversity Equity Inclusion & Belonging

Zoom link: [https://tamdistrict-org.zoom.us/j/97501659783?](https://tamdistrict-org.zoom.us/j/97501659783?pwd=Q0x4MHR6Wlpob3pxSnRMalhZN056QT09)

<https://simbli.eboardsolutions.com//SU/apluspkh3amtplusPW1wTSPtncVQ==>

Webinar ID: 975 0165 9783 Passcode: 122825

Board of Trustees

Karen Loebbaka, President

Leslie Harlander, Clerk

Cynthia Roenisch

Kevin Saavedra

Emily Uhlhorn

Tara Taupier, Ed. D, Superintendent

Attendees

Voting Members

Karen Loebbaka, Board President

Leslie Harlander, Board Member

Cynthia Roenisch, Board Member

Emily Uhlhorn, Board Member

1. Call Meeting to Order (5:00 p.m.)

2. Convene Board Workshop

A Board Workshop of the Board of Trustees of the Tamalpais Union High School District (District) was called to order in Kreps Conference Room at 5:10 p.m.

3. Approve Workshop Agenda

M/S/C (Roenisch/Uhlhorn), Unanimously

4. Public Comment on the Workshop Agenda

Clayton Smith said that the agenda implies that "we" haven't done enough (in terms of DEIB), and that "we" strive for perfection, promoting newly invented identities. He says that the District should focus on creating "anti-fragile" people, who thrive in adversity.

There was no other public comment on the workshop agenda.

5. Board of Trustee Workshop: Diversity Equity Inclusion & Belonging

Dr. JuanCarlos Arauz of E3: Education, Excellence & Equity reviewed what was covered in the first two sessions, and said the goal of the workshop is for the Board to consider how all of the perspectives (lenses) are looking at an issue before making a decision. He said that prejudice equals prejudice, and it is normal. The idea is not to act on prejudice. He said the Board should reflect on the 15 lenses and determine which ones we have been doing well on and which ones we have just started looking at.

Next, he led an exercise in which the board came up with scenarios that represented the four types of decision making: informative, consultation, consent and consensus. He said that the types of decisions depend largely on how much time you have to make a decision and who will be impacted. Ideally, you should include those who are most impacted by the decision in the decision-making process. He also said that being equitable as a board is to be transparent as to how you make decisions. The

more upfront communication about who is making the ultimate decision, the better.

Finally, Dr. Arauz went through "restorative protocol" and had the board practice using it with the 15 lenses when debating a controversial story.

Dr. Arauz suggested that the board build the practice of considering all perspectives (lenses) into their decision-making process, and communicating the type of decisions and all who are impacted prior to making them.

6. Conclusion

7. Adjournment

The meeting was adjourned at

A handwritten signature in cursive script, reading "Reslee Harlin".

Board Clerk