



AIM
EDUCATION DONE DIFFERENTLY

**DOJ: Summary of Settlement
Agreement between
The UNITED STATES OF AMERICA
and
THE DAVIS SCHOOL DISTRICT**

WHAT DOES THIS MEAN FOR OUR CHILDREN?

ALLEGED COMPLAINTS :

- DISTRICT FAILED TO ADDRESS **WIDESPREAD RACE-BASED HARASSMENT OF STUDENTS OF COLOR, SPECIFICALLY BLACK AND ASIAN-AMERICAN STUDENTS**
- DISCIPLINED **BLACK STUDENTS MORE HARSHLY** THAN WHITE STUDENTS FOR COMPARABLE BEHAVIOR
- **DENIED BLACK STUDENTS** THE ABILITY TO **FORM STUDENT GROUPS** WHILE ALLOWING OTHER STUDENTS TO DO SO

THIS SUMMARY IS INTENDED TO INCREASE
AWARENESS OF THE SETTLEMENT AGREEMENT AND
SHARE THE STEPS THE DISTRICT WILL TAKE TO
ADDRESS **RACIAL DISCRIMINATION IN ITS
SCHOOLS.**

IT WILL ALSO HELP STUDENTS AND PARENTS
BETTER UNDERSTAND THE RIGHTS OF
STUDENTS TO ATTEND SCHOOL **FREE** FROM
DISCRIMINATION

WHY DOJ GOT INVOLVED??????

ATTORNEY GEN. RECEIVES A COMPLAINT IN WRITING SIGNED BY PARENT OF GROUP OF PARENTS SAYING THEIR MINOR CHILDREN ARE BEING DEPRIVED BY A SCHOOL BOARD OF THE EQUAL PROTECTION OF THE LAWS.

ATT. GEN. BELIEVES COMPLAINT IS MERITORIOUS AND COMPLAINTS CAN'T INITIATE APPROPRIATE LEGAL PROCEEDINGS FOR RELIEF, ATT. GEN IS AUTHORIZED TO INSTITUTE FOR OR IN THE NAME OF THE U.S. A CIVIL ACTION IN ANY APPROPRIATE DISTRICT COURT OF THE U.S AGAINST SUCH PARTIES AND FOR SUCH RELIEF AS MAY BE APPROPRIATE

FROM THE AGREEMENT.....

- CREATE A NEW “**OFFICE OF EQUAL OPPORTUNITY**”
- HIRE A DIRECTOR, **3** DISTRICT EQUAL OPPORTUNITY COORDINATORS, APPOINT AT LEAST **30 EMPLOYEES** TO ACT AS “SCHOOL EQUAL OPPORTUNITY COORDINATORS, **WILL BE BASED IN LOCAL SCHOOLS**”

DUTIES OF COORDINATORS

- INVESTIGATE RACIAL HARASSMENT/DISCRIMINATION COMPLAINTS
- **MONITOR COMPLIANCE WITH AGREEMENT**
- **ANALYZE STUDENT/PARENT SURVEYS**

BY THE NUMBERS:

- **200** INCIDENT FILES REVIEWED
- DISCIPLINE NARRATIVES AND STUDENT INTERVENTIONS DOCUMENTATION FROM **17 SCHOOLS FROM 2017-2020**
- **5** SITE VISITS DONE (IN PERSON/VIRTUAL)
- **INTERVIEWS DONE WITH DISTRICT-LEVEL EMPLOYEES, INCLUDING PRINCIPALS, ASSISTANT PRINCIPALS, ADMIN INTERNS, GUIDANCE COUNSELORS, TEACHERS AND GROUND DUTY**
- **HAD FOCUS GROUPS WITH STUDENTS**
- INTERVIEWED PARENTS, CHILDREN, AND COMMUNITY MEMBERS

The DOJ Investigation by the Numbers 1/2

In response to eight requests for information issued by DOJ, the District produced, and DOJ reviewed, more than 200 incident files containing allegations of racial harassment and other discrimination.¹ DOJ reviewed and analyzed discipline narratives and student interventions

¹ District officials acknowledged that employees were likely aware of even more racial harassment and discrimination

documentation from 17 schools in the 2017-2018, 2018-2019, and 2019-2020 school years.² DOJ also reviewed relevant District policies and procedures, handbooks, codes of conduct, and trainings. DOJ analyzed information about the roles and responsibilities of local law enforcement, including School Resource Officers (SROs), in reporting, responding to, and resolving complaints of race-based harassment and discipline within the District.

The DOJ Investigation by the Numbers 2/2

During five site visits to the District,³ the Department interviewed eight District-level employees and 70 school-level employees, including principals, assistant principals, administrative interns, guidance counselors, teachers, and ground duties, who supervise playgrounds, hallways, and other common areas. The Department held focus groups with students at seven junior high and high schools and interviewed additional parents, children, and community members.

During our focus groups and other interviews, Black students reported strikingly similar

- **CREATE TRAININGS** TO HELP STAFF IDENTIFY, INVESTIGATE, REPORT, AND RESPOND TO STUDENT-ON-STUDENT AND STAFF-ON-STUDENT RACIAL HARASSMENT OR OTHER **DISCRIMINATION**
- **MONITOR** AND ASSESS THE DISTRICT'S PROGRESS IN IMPLEMENTING THE AGREEMENT
- POTENTIALLY RECOMMEND ADDITIONAL **EXPERTS** OR **TRAINERS** WHERE NEEDED TO MEET THE REQUIREMENTS OF THE AGREEMENT

TRAINING & PROFESSIONAL DEVELOPMENT

- **MANDATORY TRAINING** FOR ALL STUDENT FACING STAFF BY AUG. 2022
- SMALLER SCHOOL-AND DEPT. LEVEL WORKSHOPS TO **TEACH STAFF HOW TO IDENTIFY, REPORT, AND RESPOND TO RACIAL HARASSMENT**
- TRAIN TO ADMINISTER **DISCIPLINE IN A NONDISCRIMINATORY MANNER**

REPORTING & RESPONDING TO COMPLAINTS

- DISTRICT WILL DEVELOP A CENTRALIZED ELECTRONIC **REPORTING**/CASE MANAGEMENT SYSTEM
- SYSTEM WILL BE USED TO RECEIVE, **TRACK**, AND MANAGE ALL COMPLAINTS OR REPORTS OF RACIAL HARASSMENT AND **OTHER RACIAL DISCRIMINATION**
- **DISTRICT WILL RETAIN THIS INFORMATION FOR 5 YEARS**

SYSTEM WILL INCLUDE FUNCTIONALITY TO:

- **GENERATE DATA** AND REPORTS
- **TRACK STAFF COMPLIANCE** WITH DISTRICT COMPLAINT RESPONSE PROCEDURES

JACKIE THOMPSON

- WORKED FOR DSD FROM 2000-2018
- DSD DIRECTOR OF EDUCATIONAL EQUITY FROM 2000-2017
- DUTIES INCLUDED DISTRICT'S PARENT EQUITY COMMITTEE, MULTICULTURAL EDUCATION, CIVIL RIGHTS ISSUES.

QUOTES ON RACE:

- RACE IS AN ARTIFICIAL BARRIER THAT DEFINES US
- IF I AM IN A PLACE WHERE NO ONE LOOKS LIKE ME, I AM SELF-CONSCIOUS
- WHEN I AM SURROUNDED BY RACIAL DIVERSITY, I FEEL COMFORTABLE

CULTURE, CLIMATE, & COMMUNITY ENGAGEMENT

TO CREATE AN ENVIRONMENT *FREE* FROM DISCRIMINATION AND HARASSMENT
THE NEW OEO WILL:

- MAKE “ENGAGEMENT PLAN” BY **SOLICITING INPUT FROM DIVERSE GROUPS OF STUDENTS**
 - CONVENE SECONDARY SCHOOL **STUDENT FOCUS GROUPS**
 - DEVELOP CLEAR PROCEDURES FOR HOW STUDENTS CAN APPLY TO START **ORGANIZATIONS**
- PROVIDE **SPECIALIZED COUNSELING** TO STUDENTS WHO HAVE EXPERIENCED TRAUMA FROM RACIAL HARASSMENT
- CONSIDER WAYS TO **INCREASE REPRESENTATION OF DIVERSE STUDENTS AND STAFF IN DISTRICT MATERIALS, GROUPS, PROGRAMS, INITIATIVES, AND ACTIVITIES**

MONITORING & REPORTING

- REPORTS DUE FROM THE DISTRICT **EVERY OCTOBER & JULY**
- STARTING **JULY 1, 2023** AND **EVERY JULY THEREAFTER**, THE DISTRICT WILL CONDUCT A MULTI-YEAR REVIEW OF THE DISTRICT'S PROGRESS IN RESPONDING TO COMPLAINTS OF RACIAL HARASSMENT AND ADDRESSING DISCRIMINATORY DISCIPLINE PRACTICES

DOJ CONCLUSION

“THE DEPARTMENT’S INVESTIGATION UNCOVERED SYSTEMIC FAILURES IN THE DISTRICT’S HANDLING OF COMPLAINTS”

- NO SYSTEMIC RACISM FOUND
- SYSTEMIC FAILURES IN THE DISTRICT’S HANDLING OF COMPLAINTS
- THIS IS A LEADERSHIP ISSUE!!

WHAT NEXT????

KNOWLEDGE IS POWER

- GO TO THE SCHOOL BOARD MEETINGS, **UNLESS YOU WANT THOSE VOICES TO BE THE LOUDEST IN THE ROOM**
- MAKE COMMENT **(ROBISON THINKS WE ARE THE MINORITY WITH HOW WE FEEL)**
- GO TO COMMUNITY COUNCIL MEETINGS
- EMAIL YOUR SCHOOL BOARD MEMBERS ON A REGULAR BASIS WITH ANY QUESTIONS YOU HAVE
- EDUCATE YOURSELF ON HOMESCHOOL OPTIONS (**JUST IN CASE**)

THE LOUDEST VOICES ARE SAYING.....

- We have students insisting that black students give them N word passes so they can say the N word around black students or not and if black students refuse or push back on that they are physically assaulted.
- We have students killing themselves in grotesque numbers, students being racially profiled, students being abused by parents, peers, and school staff...
- We have parents of Caucasian and horrifically children of color as well, who are more upset that schools dare to teach their kids about racism and how to act like good people than they get about racism itself.
- We have parents more upset regarding questions to students about how they are feeling than they are about students being killed by school shooters, or students committing suicide.

THE LOUDEST VOICES ARE SAYING.....

