
MARTINEZ UNIFIED SCHOOL DISTRICT

**PROPOSAL FOR
RACIAL EQUITY PLAN
SYs 2023–26**

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OVERVIEW

RACE is an integral part of our history, culture and modern life and impacts all of us in society. Young people are not exempt. In fact, many students of color report that they are experiencing the negative impact of race and racism on a daily basis, whether it be an overt slur, a subtle micro-aggression, or being ignored in class. While many students would like to participate in discussions about race in school, many educators, however, are hesitant to engage. Talking about these issues, however, is imperative for students to not only heal, but helps students think about the social, cultural, and political aspects of their experiences, with a focus on race. Schools have a responsibility to take a more proactive approach in helping students navigate these conversations, SLAM! Is the conduit through which to make this happen.



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SLAM! is a 3- year program designed to not just engage students in conversations about race, but to empower and mobilize them as catalysts for change through an anti-racist leadership youth movement. **SLAM!** participants deepen their personal racial understanding and elevate their racial consciousness as they develop the skills and tools to disrupt systemic racism. While developing racial literacy is foundational to the work of **SLAM!**, students will also explore the intersection of race and other social identities that impact their life experiences. Amplifying student voice and action is the mission of **SLAM!** students quickly and eagerly immerse themselves in the work, ready to “change” the world, and so the deliberate intention and commitment of adults who must co-conspire with them is required.



PROPOSAL & SCOPE OF WORK

I am proposing the **LAW: LEARNING-ARTICULATING-WORKING 3-phase** multi-year plan for the purpose of developing and elevating capacity for student racial equity leadership. **SLAM!** Is designed to engage students in a minimum 3- year programming model that moves students through the following tiers: **Year 1 LEARNING + Year 2 ARTICULATING + YEAR 3 WORKING**. These tiers, while overlapping, build upon each other for optimal internalization of the knowledge, skills, and consciousness for excelling in leadership and shaping an anti-racist school culture.

RACE-WORK will provide the following scope of work over the next three school years beginning in 2023-24:

YEAR 1: LEARNING

- One 2-hour Advisor seminar-to provide an overview of the **SLAM!** program and to create space for advisors to plan.
- Three 1-day seminars with HS students
- Three ½ day seminars with MS students
- Two one hour coaching/consulting sessions with advisors
- Additional check-ins as needed



PROPOSAL & SCOPE OF WORK cont.

YEAR 2: ARTICULATING

- A one-hour Check-in with Advisors
- Three 1-day seminars with HS students
- Three ½ day seminars with MS students
- Check-ins with advisors as needed

YEAR 3: WORKING

- A one-hour Check-in with Advisors
- Two 1 day seminars with HS students
- Two 2 hour work/consulting sessions with cohort of leaders
- Three ½ day seminars with MS students
- Check-ins with advisors as needed



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SERVICES-Year 1

COMPONENT	PARTICIPANTS	TIME	COST
SLAM! PROGRAMMING	Advisors	One 2-hour Advisor Intro. Seminar (HS & MS advisors)	\$2,000
	HS & MS Students	Three 1-day student seminars (HS) Three ½ day seminars (MS)	\$22,500 \$11,250
		Two 1-hour advisor coaching/consulting sessions. (HS & MS advisors) & networking with other advisors	\$2,000
		Additional coaching may be requested at \$350/hr	
		TOTAL	\$37,750

SERVICES-Year 2

COMPONENT	PARTICIPANTS	TIME	COST
SLAM! PROGRAMMING	Advisors	One hour Advisor Check-In(HS & MS advisors)	\$1,250
	HS & MS Students	Three 1-day student seminars(HS)	\$22,500
		Three ½ day seminars (MS)	\$11,250
		Two 1-hour advisor coaching/consulting sessions. (HS & MS advisors) & networking with other advisors	\$2,000
		Additional coaching/consulting may be requested at \$350/hr	
		TOTAL	\$37,000

SERVICES-Year 3

COMPONENT	PARTICIPANTS	TIME	COST
SLAM! PROGRAMMING	Advisors	One hour Advisor Check-In(HS & MS advisors)	\$1,250
	HS & MS Students	Two 1-day student seminars (HS)	\$16,000
		Two 2-hour sessions with Leaders (HS)	\$2,500
		Three ½ day seminars(MS)	\$12,000
		Two 1-hour advisor coaching/consulting sessions. (HS & MS advisors) & networking with other advisors	\$2,500
		Additional coaching/consulting may be requested at \$350/hr	
		TOTAL	\$34,250

Dr Lori A Watson



Dr. Lori A. Watson grew up in Greenville Mississippi, where she was profoundly influenced by the leaders and educators in her family. Her father was the first Black notary public as well as proprietor of the first “negro-owned” commercial laundry in the state of Mississippi. Her uncle was the first Black man to receive a Ph.D. from the University of Alabama. As a result, Lori learned the value of pride and perseverance, and through the nurturing of her mother and aunt who were both teachers, she learned the importance of education.

After high school graduation, Lori received her B.A. in Health and Physical Education from Tougaloo College, a Historically Black College in Tougaloo, MS. There she was a captain of the women’s basketball team and pledged Delta Sigma Theta Sorority, Inc. She received an M.S.Ed. In Health, Physical Education and Recreation from Jackson State University, another Historically Black College. In 2012, Lori earned her Ed.D. from California State University East Bay in Hayward, CA. Her doctoral dissertation topic was, “Wow, they care right?” Making Schools Safe for Lesbian, Gay, Bisexual, Transgender, and Questioning Students.

During her twenty-plus years as an educator, Lori was a teacher, basketball coach, and school administrator at both the elementary and secondary levels. Following her tenure in Education, Lori worked as an Equity Transformation Specialist with Courageous Conversation, a consulting agency committed to achieving racial equity. She trained and facilitated nationwide, guiding individuals and organizations to uncover personal and institutional biases in order to elevate racial consciousness and move toward systemic racial equity transformation.

In the spring of 2020, Lori moved into entrepreneurship, and began her own independent consulting company by founding Race-Work, LLC. As the C.E.O. of her own company, she continues to partner with numerous K-12 school districts, universities, non-profit and private companies, in addition to both small and large corporations. Lori resides in Oakland, CA where she has lived for 15 years.



What calls me to do this work? *“I do this work because I believe in this work. And I believe in this work because I believe that it changes lives. When participants leave my seminars with elevated levels of racial consciousness and tools to interrupt systemic racism, their lives are changed, and they have the potential to change the lives of those around them. ”*

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