



May 16, 2016

Damara Moore
Senior Associate General Counsel
School & College Legal Services
901 Myrtle Ave.
Eureka, CA 95501
dmoore@sclscal.org

Re: District Compliance with Section 3 of the Agreement

Dear Ms. Moore,

Thank you for your correspondence updating me on Del Norte County Unified School District's ("District") compliance with Section 3 of the Settlement Agreement and Addendum ("Agreement") regarding professional development for all teachers, staff, and administrators that is race-conscious and focuses on cultural competence, diversity, and implicit bias. This letter is to confirm my understanding from your April 26 email and May 11 letter of the steps the District will take in the next six months to comply with Section 3.

I understand from you that the District, in partnership with the American Indian Education Advisory Council ("AIEAC"), will 1) complete a needs assessment pursuant to Section 3 by the end of May 2016; and 2) issue findings from the needs assessment and make formalized recommendations for the District's professional development program by mid-June, 2016. I also understand that the District will contract with a professional development provider, selected by the voting members of the AIEAC, by October 31, 2016.

I look forward to reviewing the professional development plan in the Annual Report due to the ACLU on July 1, 2016. Thank you for your continued collaboration in this matter.

Very truly yours,

A handwritten signature in black ink, appearing to read "Linnea Nelson".

Linnea Nelson
Education Equity Staff Attorney

cc: Jeff Harris
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