



**FORT WORTH ISD MISSION:**  
*all*  
 PREPARING STUDENTS FOR SUCCESS IN  
 COLLEGE, CAREER AND COMMUNITY LEADERSHIP.

**Fort Worth Independent School District  
 Racial Equity Committee  
 Meeting Minutes  
 Thursday, November 5, 2020 at 5:00 p.m. via Zoom**

**Committee Members Present:**

Affleck, Holly	Garcia-Lopez, Norma	Mattingly, Dr. Cissy *	Sorensen, Marcy
Anderson, Sue	Griffith, Barbara	McKinney, Wanda	Starr-Malone, Sonja
Argumedo, Miguel	Grover, Barbara	Mohamed, Mohamed	Turcios, Carlos
Benavidez, Dr. Dorene *	Hall, Mia	Moss, Christene	Walker, Dr. Carlos *
Breed, Sherry *	Herrera, Alfonso	Nickerson, Porsche *	West, Bill
Chavez, Aracely	Hodges, Charles	Pace, Brandi	Williams, Dr. Jared
Clark, Rickie	Krochmal, Dr. Max	Phillips, Quinton	
Darr, Anne	Lee, Yassmin	Poullard, Eric	
Dominguez, Nyssa	Masterson, Twyla	Poullard, Precious	

**Committee Members Absent:**

Balzer, Dr. Jill	Harris, Cleveland	Masterson, Tim	Rincón, Cynthia
Bond, Clint	Harrison-Jordan, Tina	Nixon, Glenn	Villalobos, Lupita
Cytron-Walker, Adena	Jones, Ebony	Paz, Ashley	West, David
El, Robert	Jones, Trevon *	Pérez, Jonathan *	Young, Patricia
Gravelle, Elizabeth	Luebanos, Anael	Richter, Breinn	

***Courageous Conversations About Race Affiliate Practitioners (\*) Present:***

Burrell, Dr. Stacy *	Crespo, Mirgitt *	Mouton, Dr. Marion *	
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***Courageous Conversations About Race Affiliate Practitioners (\*) Absent:***

Ramos, Jr., Jacinto "Cinto" *	Townsend, Rian *		
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**Guests:**

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**CALL TO ORDER:**

- The meeting was called to order at 5:02 p.m.
- Minutes from prior meeting approved
  - Christene C. Moss motioned, Wanda McKinney seconded
  - W. McKinney - Suggestion: In the minutes from last month and from March, can any Action Items be directed to the appropriate subcommittees for action?
  - A. Chavez - question: Was final 2019 report from the Staffing & Recruiting subcommittee given to the new Chief of HCM? S. Breed: Yes, it was given to him.

- A. Chavez - question: How does one get on this committee? S. Breed - at first it was recommendations from Board Members, now, nominations are accepted.
- Review Racial Equity Committee (REC) Meeting Protocol - revised for Zoom

## DISCUSSION ITEMS:

### 1. Update from Equity and Professional Learning:

- Mrs. Breed introduced Dr. Dorene Benavidez, Executive Director of Equity & Professional Learning in the Division of Equity & Excellence, who will share some of the current professional learning in FWISD
- Dr. Benavidez provided information regarding the major topics/courses being facilitated by the Equity Specialists and Restorative Practice Specialists; including
  - The anti-racist classroom
  - Introduction to Courageous Conversations
  - Introduction to restorative practices
  - Why race?
  - Historical perspectives of Race in Fort Worth
  - Introduction to critical race theory
- Ms. Porshe Nickerson, Equity Specialist, provided a brief description and example of the courses, as well as data regarding who is attending the courses and how many have attended to-date.
- Ms. Shaunda Morrow, Restorative Practice Specialist, provided a description of other forms of professional development and outreach taking place, e.g. Facebook live events, restorative practices circles, equity chats, and podcasts.
- Ms. Morrow also gave an overview of the Social Emotional Learning (SEL) District collaboration between Restorative Practices, Counseling, Curriculum, etc. with SEL information being shared through multiple platforms including the FWISD website, Facebook, and Smore newsletter. This work aligns with Board Constraints
- The focus and goals of the Equity & Restorative Practice Specialists have blended together under the Division of Equity & Excellence Division so that they are now learning and growing professionally together.
- Dr. Benavidez announced upcoming learning opportunities including the 2020 Virtual Racial Equity Summit (Nov 7-13); two student Facebook live sessions: "Social Studies Counter-narrative: How does Mexican and African American studies compare to traditional SS?" (Nov 17); and "LGBTQIA+ Students of Color: Schooling Experiences" (Dec 8). There are also more professional development opportunities in Eduphoria and through Leadership ISD, and in collaboration with stakeholders.
- A member of the committee recommended the book, *A History of Fort Worth in Black and White* by Richard Selcer
- Questions:
  - Are any of the Specialists bilingual? Yes.
  - What about LatinX and invisibility in programming? Yes, we are working on the recruiting and staffing subcommittee, and we are working with the World Languages Institute for help with languages.
  - For the Racial Equity Summit, are the attendees within FWISD, local, etc.? We have attendees within FWISD, local, and two international attendees. We have two committee members presenting, several Affiliate Practitioners will be facilitating the Affinity Groups, and all of the Equity & Excellence Division are working hard to deliver



an excellent summit. Please visit the Equity & Excellence department webpage to view the summit Tik Toks by various schools. There will be a student panel on Saturday at the summit with students from YWLA, Southwest HS, Dunbar HS, Western Hills HS, Paschal HS, Monnig MS, TCC South, Eastern Hills HS, Girls Inc., and My Brother's Keeper.

- Can you tell us more about the podcasts? It was another avenue to reach our students and parents and be more accessible; we will send out information.

## 2. Subcommittee Reports:

- Before beginning the reports, Mrs. Breed shared that some of the subcommittees have already met, and some of the Committee members still need to sign up for a subcommittee.
- Ms. Grover will review the current list and send out a reminder to those members who are still in need of a subcommittee.
- Subcommittees should submit their schedules to Ms. Grover so she can share that out to all REC members, should they wish to join a subcommittee meeting.
- Academics & Segregation
  - Dr. Krochmal shared that Dr. Marcey Sorensen, Asst Supt of Curriculum & Instruction, gave a presentation of the new curriculum model to members of this subcommittee. There was discussion about how to include ethnic studies;
  - The new model seems to be robust and with rigor. The City of Fort Worth received CARE funds for connectivity issues for our students and they are working on improving connectivity.
  - At their next meeting they will discuss priorities, and discuss literacy and other areas.
- Communication
  - Charles Hodges stated that the purpose, scope, and goals of this subcommittee is to study FWISD communication strategies and procedures with equity lens, review district and campus communications, and support an intentional communication system that is inclusive from the Communication department and from the campuses.
  - They will examine:
    - How are the different communication "tools" used, e.g. marquees at schools, school websites?
    - The automated call-out system. Mr. Bond shared with us information about the call-out system and how underutilized it is at the campus level. Communications has valuable metrics that can be used by the campuses.
    - The frequency and clarity of written communication from FWISD; including the readability level of written communication. There is software available (Microsoft Flesch) to help with written communication.
  - Ms. Chavez asked if the committee is looking at the Let's Talk communication tool and how often the questions are being responded to? Mr. Hodges said they are not at this time, but they are willing to do so. Ms. A. Darr stated that this is one of the constraints the Board has asked of Dr. Scribner; improving communication, and in the presentation to the Board, there were some Let's Talk metrics. Mrs. Molinar shared with the Board that they want that metric higher.

- Mr. Hodges explained that sometimes it takes an outside view to help with communication, e.g. acronyms and not explaining them. Mrs. Moss stated that the use of so many acronyms has been an issue for some time. She also stated that the school marquee was to be updated and recommended that they look into this further.
- Discipline
  - Ms. Masterson shared that this committee is focused on policy and how COVID is impacting discipline. They want to continue to look at referral data campus by campus. They also want to look at other alternatives before third partying students; how campuses look at discipline and help them look at race and their referrals, colorism, etc.;
  - They are also looking at the language in the Student Code of Conduct and how it could be manipulated and/or skewed in referrals, and will look at referrals by category and code
  - They will research resources for parents and what resources are they being utilized at campuses
  - The committee will study how COVID is and can impact students; trauma vs. discipline, the need for mental health services, and social emotional services; they are also looking at policies.
  - Question:
    - Mr. Krochmal asked if the subcommittee has discussed the SRO contracts? Ms. Masterson said they had not; however, they will start it soon. Mrs. Breed shared that there is currently a plan that the SROs must engage in racial equity work before starting. There are still some concerns and they were shared with the Safety and Security department.
- Staffing & Recruiting
  - Dr. Benavidez shared that this subcommittee is in the process of reorganizing and building on the work from the previous years' goals to develop goals for this year. They have discussed hiring managers and policy; recruiting; discussed bringing in new members from other staffing areas, such as teachers and principals. They have also discussed current policy and potential changes, especially with a racial equity lens; accountability with hiring and high turnover rates;
  - They will set goals and parameters at the next meeting.
  - Mr. Poullard added that the subcommittee discussed staffing and recruiting and how to retain teachers. They also want to consider the training of campus administrators on how to recruit and retain teachers.
  - Question:
    - Ms. Chavez asked if the previous Staffing & Recruiting subcommittee report has been reviewed and will the process be changed in on-boarding teachers/employees?
    - Dr. Lee responded that, since there are new committee members, we suggested looking at the report and suggested looking at the systems and policies. There is an internal change committee in HCM to look at systems. This committee meets every Thursday morning as a cross-functional team with HCM and Business and Finance to look at crossover items, e.g. Munis and other software/technology, etc. HCM wants



a robust applicant pool to have the highest quality teachers for our students and the subcommittee will review the report.

- Ms. Chavez asked if there is a place on a Google document or Google drive where we can see who all is on the subcommittees and is there a calendar of all subcommittee meetings?
- B. Grover – Yes, we have a Google drive for REC members and there is a calendar on the Equity & Excellence Division website.

- COVID-19
  - Not discussed at this meeting.

**3. Discuss the intersection of COVID with other subcommittee goals:**

- Instead of having a separate COVID subcommittee, it was recommended that, because COVID impacts every subcommittee, each group will need to embed COVID in their work and goals. The committee agreed to this recommendation.

**REMINDERS:**

- *FWISD Racial Equity Summit III (Sold Out)*
  - Opening Session November 7, 2020 via Zoom
  - Breakout Sessions November 9-13, 2020 12 p.m. & 6 p.m. daily via Zoom
- Student Speaker Series – Join on Facebook Live at [www.facebook.com/FWISDEquity/](https://www.facebook.com/FWISDEquity/)
  - Social Studies Counter-narrative: *How does Mexican and African American studies compare to traditional Social Studies?* November 17, 2020 3 p.m.
  - LGBTQIA+ Students of Color: *Schooling Experiences* December 8, 2020 3 p.m.
- Please review the Guidelines for the Racial Equity Committee prior to each meeting
- Next Meeting: Thursday, December 3, 2020 5:00-6:30 via Zoom

**FUTURE AGENDA TOPICS:**

- Update from Equity and Community Collaborations
- Race and Disparities in Healthcare

**ADJOURN:** Meeting adjourned at 6:43 p.m.

Signed:  Date: 12-7-20  
Mr. Quinton "Q" Phillips, Co-Chair

Signed:  Date: 12/9/20  
Dr. Max Krochmal, Co-Chair

/clm & bg