



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

**Fort Worth Independent School District
 Racial Equity Committee
 Meeting Minutes
 Tuesday, October 8, 2020 at 5:00 p.m.
 via Zoom**

Committee Members Present:

Anderson, Sue	Darr, Anne	Jones, Trevon *	Perez, Jonathan *
Argumedo, Miguel	Dominguez, Nyssa	Krochmal, Dr. Max	Phillips, Quinton
Benavidez, Dr. Dorene *	Garcia-Lopez, Norma	Lee, Yassmin	Starr-Malone, Sonja
Breed, Sherry *	Grover, Barbara	Mattingly, Dr. Cissy*	Turcios, Carlos
Chavez, Aracely	Hall, Mia	McKinney, Wanda	Williams, Jared
Cytron-Walker, Adena	Herrera, Alfonso	Nickerson, Porshe *	
	Jones, Ebony	Pace, Brandi	

Committee Members Absent:

Balzer, Dr. Jill	Hodges, Charles	Poullard, Eric	Villalobos, Lupita
Bond, Clint	Luebanos, Anael	Poullard, Precious	Walker, Dr. Carlos *
Clark, Rickie	Masterson, Tim	Richter, Breinn	West, Bill
El, Robert	Masterson, Twyla	Rincón, Cynthia	West, David
Gravelle, Elizabeth	Moss, Christene	Scribner, Dr. Kent P.	Young, Patricia
Harris, Cleveland	Nixon, Glenn	Sorensen, Marcy	
Harrison-Jordan, Tina	Paz, Ashley		

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:

Community members present via Zoom

CALL TO ORDER:

- The meeting was called to order at 5:02 p.m.
- Minutes from prior meeting approved
(W. McKinney asked if the handouts from the last meeting could be shared? B. Grover will send out)
Jonathan Perez motioned, Committee approved
- Review Racial Equity Committee (REC) Meeting Protocol – revised for Zoom

DISCUSSION ITEMS:

1. Welcome back – Mr. Phillips, Dr. Krochmal, Mrs. Breed and Mrs. Darr all made statements welcoming the committee back.
2. Go forward plans for the Racial Equity Committee (REC):
 - Discuss meeting day, time, and format:
 - Historically, this committee originally met on Mondays, then moved to Tuesdays; however there are many Board meeting conflicts so the suggestion was made to move the meetings to the first Thursday of each month at 5:00 pm. Committee members present agreed to this day and time.
 - B. Grover will send out calendar invites and add to the Equity and Excellence calendar on their webpage.
3. Discussion of Priorities for the 2020-2021 school year - What did we learn from the September Community Conversation?
 - Q. Phillips – what did you hear, what were your takeaways, feedback, feelings, etc.? What should we be looking at going forward?
 - W. McKinney – I enjoyed learning about each of the speakers and why they are drawn to this work.
 - J. Perez – I want the community to be more involved; I'd love to brainstorm on how to get more individuals involved.
 - A. Chavez – I want to go above and beyond and see action steps. I want to know what happens once we give recommendations. For example, with HCM, what happened with the recommendations from the subcommittees?
 - Q. Phillips – I agree and I want this committee to be actionable because the recommendations we bring forward can make substantial changes for our community.
 - S. Breed – on at least two occasions, the recommendations from the subcommittees were shared with the Chiefs. We have a new Chief Talent Officer and he wants to be a part of this committee, but he had another commitment tonight. I will follow-up with the other Chiefs.
 - J. Morrison – what is the process to get certain items prioritized, how can items move forward? Who can help solve problems?
 - Q. Phillips – I will let an ISD employee answer. Also, it might depend if it's a campus issue, etc. If the campus cannot assist, we can work with the appropriate department for answers.
 - S. Breed – Please contact the campus principal first; after that, you can contact the Equity & Excellence division. You could contact the Chiefs of School and Support. Myself, Mia Hall, and Dr. Benavidez could possibly help too.

- N. Garcia-Lopez – Thank you for this space. Ineffective communication from the District, especially with the pandemic; I have a suggestion moving forward, I would like to be more informed of current issues. I feel our committee members are ambassadors and as issues arise I speak out, so if more information could be shared, that would be good. I think there is so much going on and there needs to be more and better communication.
- Q. Phillips – Thank you, yes, we are all ambassadors and yes, we need more communication. We are doing everything we can for our students and our employees. Yes, I agree, we could give more information to this committee and to others; “overcommunication.”
- A. Darr – I loved the term, ‘ambassador’. Many on the Board have said we need more and better communication and how can we be “louder” than the misinformation on social media. Yes, I agree, the first communication should be with the principal, however, there has been a lot of movement, in a good way, e.g. Directors by pyramids, the Chiefs, etc. Would it be possible to send out an org. chart so that this committee knows who to contact?
- S. Breed – Yes, in fact, the Leadership team was asked to update their org. charts so we’ll share them.
- Q. Phillips – Yes, it would be good to have an updated org. chart. Good for this committee and for the community.
- J. Perez – As a Brown Chicano, if I was forced to send my kid back to school and knowing how deadly COVID-19 is, especially for Latinos, I’m concerned about putting my kids in danger and I am concerned.
- Q. Phillips – Technically there is no force, there is choice for the parents to decide; but also, for some parents, employers are now asking employees back and there is a fear.
- M. Krochmal – in addition to us being ambassadors, it would be good to also hear from the Division of Equity & Excellence to hear about projects that are on-going; e.g. equity walks at campuses, if a problem in a pyramid, can we hear about some of the work? From the townhall and COVID-19, maybe we should have a subcommittee on online learning, social emotional, and safety and security (PPE, etc.). There will be another town hall in Spanish. Also, we need to approach racial issues with inclusivity and with a multi-racial lens. There is a need to discuss intersectionality. How is equity at the forefront of all we do, e.g. school choice?
- Q. Phillips – In the chat someone asked what is an Equity Walk?
- S. Breed – Racial Equity Walks started with the District Leadership Team with Dr. Scribner; they looked at everything, what is on the walls, who is being called on, etc. There is a rubric with “look fors”; after each walk, there is a follow-up with Principals and Directors to further the work and discuss “did you notice?” This was shared with teachers, administrators, etc. Some things we found were segregation within schools, e.g. Bilingual students segregated from the White, Black, and Asian students. There were some key findings we can discuss more in depths at a later date.
- J. Morrison – The org. chart should be included with every presentation and should be updated regularly so that we know who we can reach out to with questions.
- Q. Phillips – Any other questions or comments from the Town Hall before moving forward?
- T. Jones – One item that came up was budget and I would like for us to discuss this further.
- Q. Phillips – Yes, especially with COVID-19. If your budget priorities are not aligned with racial equity, it will show up, especially since we have an entire division for Equity & Excellence, we need funding aligning priorities with racial equity. Because of COVID-19, we had to make an emergency budget to be in compliance with the State of Texas and the budget is good and

working. Now, entering into a new budget planning cycle, we can ensure that we keep racial equity at the forefront of budget planning; that is an actionable item.

- B. Pace – How is funding looked at and who looks at it? e.g. the mariachi budget at my campus was cut so how is budget planning looked at and who is looking at that specific level? Budgeting disparities.
- Q. Phillips – Yes, we need to look at all the levels.
- W. McKinney – There is a tax rate election coming up, can someone give us more insight on that? How and what will it be spent on? \$44M.
- Q. Phillips – Actually it's \$66M; Dr. Scribner has a video giving information on the TRE; we will get it sent out to the committee.
- J. Morrison – Is there a way to communicate between the departments, the campuses, the committee, contractors, etc., so we can use more HUB contractors, etc.
- Q. Phillips – This committee and this division will ensure these items go forward.

4. Subcommittee Review:

- Q. Phillips – S. Breed, can you give us some information on the subcommittees?
- S. Breed, Yes; we have four (4) subcommittees and every committee member has been asked to serve on at least one (1) subcommittee. The four (4) committees are listed below. The Schools of Choice was a focus so the Academics and Segregation subcommittee was formed. To communicate better between this committee, the community, and other areas, the Communication subcommittee was formed. Staffing and recruiting concerns were brought up so the Staffing and Recruiting subcommittee was formed, e.g. more Bilingual teachers and staff, more Black teachers and staff. Should we have any new committees? COVID-19 subcommittee?
- W. McKinney – COVID-19 brought inequities to light; many of our students do not have WIFI and many of our students have not logged/checked in, does anyone know how many students we have registered?
- Q. Phillips – At the last board meeting we discussed this and we are a little over 3,000 students not registered; we have had conversations with surrounding districts and it's hitting all of us. We can look into this more.
- A. Chavez – I am concerned about the rigor of online learning; there is not enough rigor. I would like to see this committee empower our parents and help our parents and how can we empower teachers to help their students? Is it a role of this committee/subcommittee or should there be a separate committee for all of the COVID-19 issues?
- M. Krochmal – Do we want/should we have a subcommittee for short term, urgent issues or is that a charge for the committee and the subcommittees? I think it should be separate but could be both.
- Q. Phillips – I could see both.
- B. Pace – As a parent I have questions on all the software, does anyone know how to grant parents access to the software(s) so we can get in directly?
- Q. Phillips – We can help you offline. Can we create a poll for the additional subcommittee?
- J. Morrison – I have a question, what is the frequency of the committee and the subcommittees? Some have different frequencies.
- Q. Phillips – We have a large, overall committee meeting once a month and the subcommittees meet separately at least monthly.
- J. Morrison – Is that set?

- Q. Phillips – Yes.
- Q. Phillips – Please answer the poll for the new subcommittee; 74% for, 26% against.
- A. Herrera – With the hotspots, students are using them to play games and using up data before using for school. Are all our students getting 10 GB or is the data amount different across the District?
- Q. Phillips – We can research that. It shouldn't be occurring but we'll research. We'll add that to the new COVID-19 subcommittee.
- S. Breed – Dr. Mouton stated the new hotspots are unlimited. Also, Dr. Mouton said employees have access to Google classroom, we'll research for parents. There might be some privacy issues regarding students.
- Q. Phillips – A. Herrera brought up a good point, hotspots are a band-aid. As a District we're looking at other options and we're having conversations with many stakeholders.
- S. Breed – We have a poll asking if you want to serve on your current subcommittee or if you want to change your subcommittee.
- B. Grover – If the poll doesn't work properly, I'll reach out to confirm.
- Q. Phillips – Thank you.
- Current Four Subcommittees:
 - Academics & Segregation
 - Communication
 - Discipline
 - Staffing & Recruiting
- New Committee(s)?
 - COVID-19

FUTURE AGENDA TOPICS:

- Race and Disparities in Healthcare
- FWISD Organizational Charts

REMINDERS:

- FWISD Racial Equity Summit III – November 7, 2020 via Zoom
- Next Meeting: Thursday, November 5, 2020 via Zoom 5:00-6:30

ADJOURN: Meeting adjourned at 6:33 p.m.

Signed: Quinton Phillips Date: 11/11/20
 Mr. Quinton "Q" Phillips, Co-Chair

Signed: Max Krochmal Date: 11/10/20
 Dr. Max Krochmal, Co-Chair