



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
 Thursday, January 7, 2021 at 5:00 p.m. via Zoom**

Committee Members Present:

Affleck, Holly	Darr, Anne	Jones, Dr. Trevon *	Nickerson, Porshe *
Anderson, Sue	Dominguez, Nyssa	Krochmal, Dr. Max	Paz, Ashley
Benavidez, Dr. Dorene *	Grover, Barbara	Lee, Yassmin	Pérez, Jonathan *
Breed, Sherry *	Hall, Mia	Luebanos, Anael	Phillips, Quinton
Chavez, Aracely	Herrera, Alfonso	Mattingly, Dr. Cissy *	Poullard, Eric
Clark, Rickie	Hodges, Charles	McKinney, Wanda	Poullard, Precious
Cytron-Walker, Adena	Jones, Ebony	Moss, Christene	Walker, Dr. Carlos *

Committee Members Absent:

Argumedo, Miguel	Griffith, Barbara	Nixon, Glenn	Turcios, Carlos
Balzer, Dr. Jill	Harris, Cleveland	Pace, Brandi	Villalobos, Lupita
Bond, Clint	Harrison-Jordan, Tina	Richter, Breinn	West, Bill
El, Robert	Masterson, Tim	Rincón, Cynthia	West, David
Garcia-Lopez, Norma	Masterson, Twyla	Sorensen, Marcy	Williams, Dr. Jared
Gravelle, Elizabeth	Mohamed, Mohamed	Starr-Malone, Sonja	Young, Patricia

Courageous Conversations About Race Affiliate Practitioners (*) Present:

Burrell, Dr. Stacy *			
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Courageous Conversations About Race Affiliate Practitioners (*) Absent:

Crespo, Mirgitt *	Mouton, Dr. Marion *	Ramos, Jr., Jacinto "Cinto" *	Townsend, Rian *
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Guests:

Telecia	Krista Coleman	Nydia Lewis	
Christopher Riddick	Krista Varando		

CALL TO ORDER:

- Mr. Phillips called the meeting to order at 5:01 p.m.
- Minutes from December 3, 2020 meeting approved by consensus
 - Recommended changes were noted and will be made to the minutes.
 - Add names of audience members who spoke
 - Follow-up to ensure the committee's questions are sent to Mr. Spears.
 - In further discussion, it was decided that meetings should be recorded as they continue to be conducted virtually, and that minutes should be more summative.
- Mrs. Breed reviewed the Racial Equity Committee (REC) Meeting Protocol - revised for Zoom

DISCUSSION ITEMS:

1. Update from Equity & Community Collaborations:

- The Equity & Community Collaborations assists with our most marginalized students and families. Includes:
 - Student Engagement & School Completion (C.Riddick, Director)
 - Family Action Center-East (C.Hodges/C.Walker, Directors)
 - Adult Education (N.Lewis, Director)
- Also coordinates community events
 - FWISD MLK Day – Staff Day of Service
 - César Chavez & Dolores Huerta Day – Student Day of Service
 - FWISD Forward Registration Walk
- C. Riddick provided an overview of Student Engagement & School Completion.
 - Consists of Stay-In-School Specialists and Court Liaisons
 - Work to reduce truancy and drop-outs
 - Specialists trained in drop-out prevention, poverty mindset, and many other areas
 - Interventions and Engagement – registering students, supplies and needs for families and much more
- C. Hodges & C.Walker provided an overview of services provided by the new Family Action Center (FAC):
 - The FAC combines the forces of the Historic Stop Six Initiatives and Eastside Alliance Community Partnerships to focus on historically underperforming and under-supported schools and communities in East Fort Worth. Located on the campus of Sunrise-McMillan ES with a satellite office at Eastern Hills HS.
 - Services focus on behavioral health and community resources; early childhood resources; and much more.
 - Work with many Co-Located Service Partners.
 - Have provided informational seminars via Facebook Live to uplift, inform, and empower
 - Examples of Initiatives and On-going Outreach during COVID-19:
 - 20,000+ boxes of food distributed (ongoing);
 - 350 holiday meal boxes distributed in December;
 - 200 coats provided to children in December;
 - 80 laptops for Sunrise McMillan ES students;
 - 20 A/C window units provided and installed for elderly and veterans;
 - Mammograms and women’s wellness exams (Mobile Health);
 - Eastern Hills HS food drive (partnered with MBK)
 - Also helped a family before Christmas with an apartment, furniture, clothes, a car, and food.
- Questions:
 - Did I hear correctly from the presentation that Tarrant County has one of the highest domestic violence rates?
 - Yes, sadly. For our Facebook Live event we try to look at the data and we try to disaggregate by race; the domestic violence rates have gone up during COVID.

- We archive our Facebook Live conversations so people can go back and watch them at any time.
- N. Lewis provided information about the work of the Adult Education and Literacy department:
 - Adult Education is funded through a partnership with Workforce Solutions.
 - The department is an instructional, training, and support related service for Tarrant County adults. All courses are free of charge.
 - What is offered:
 - Adult Basic Education/Adult Secondary Education;
 - EL Civics;
 - English as a Second Language (ESL), ESL for Professionals;
 - Family Literacy;
 - Workplace Literacy;
 - Transition Bridge;
 - Contextualization Classes;
 - Reentry classes; and
 - Integrated Educational Trainings (IETs)
- Questions:
 - May we have a copy of the presentation so we could share this information with the community?
 - What are the qualifications to take the IET classes?
 - All IET training providers have different qualifications, e.g. one class might be at a 9th grade reading level, etc. We can assist learners if they need help in qualifying.
 - How is this information disseminated to the community?
 - We work with several community helpers to disseminate the information and it's on our webpage
 - Are Adult Ed classes virtual now? Have we lost some students due to COVID?
 - Yes, we have lost some students because they do not have technology and/or internet connection; we're working on trying to get some technology for students to use.
 - Are there any barriers for our families, e.g. documentation, etc.?
 - No. Documentation is not required.

2. Discuss subcommittee guidelines and expectations:

- Members are reminded to use Courageous Conversations protocol.
- Will plan for refresher training with committee members in near future.

3. Subcommittee Reports:

- Staffing & Recruiting - No report at this time.
- Discipline – Current areas of focus:
 - What does discipline look like with in virtual learning?
 - Which campus-level or other staff members can provide support (counselors, intervention specialists, etc.)?

- Communication
 - Plans to survey the schools regarding outdoor signage (marquees, etc.) and how do they use them effectively.
- Academics & Segregation – Current areas of focus:
 - Culturally relevant curriculum and how can pedagogy move to ELA?
 - Data transparency including public facing dashboard aligned with the racial equity policy.
 - Results from campus equity audits
 - How do we measure success beyond STAAR and how do we share that success with the community?
 - Accountability and implementation
 - Course offerings
 - Data on achievement gaps by race
 - Plan to invite Dr. Saenz to discuss Leadership Academies and perhaps host a virtual institute.

REMINDERS:

- *MLK Day / Employee Day of Service: January 18, 2021.*
- *Student Speaker Series: LGBTQIA+ Students of Color: Schooling Experiences: January 19, 2021*
- Next Meeting: Thursday, February 4, 2021, 5 p.m., via Zoom

FUTURE AGENDA TOPICS:

- Race and Disparities in Healthcare
- MBK/MSK Program in FWISD
- Courageous Conversations Protocol Refresher

ADJOURN: Meeting adjourned at 6:35 p.m.

Signed: Quinton Phillips Date: 2/8/21
Mr. Quinton "Q" Phillips, Co-Chair

Signed: Maximilian Krochmal Date: 2/8/21
Dr. Max Krochmal, Co-Chair

/clm & bg