



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, March 4, 2021 at 5:00 p.m. via Zoom**

Committee Members Present:

Affleck, Holly	Clark, Rickie	Herrera, Alfonso	Pérez, Jonathan *
Anderson, Sue	Cytron-Walker, Adena	Jones, Dr. Trevon *	Phillips, Quinton
Benavidez, Dr. Dorene *	Garcia-Lopez, Norma	Krochmal, Dr. Max	Poullard, Eric
Breed, Sherry *	Grover, Barbara	Mattingly, Dr. Cissy *	Poullard, Precious
Chavez, Aracely	Hall, Mia	McKinney, Wanda	West, Bill

Committee Members Absent:

Argumedo, Miguel	Harris, Cleveland	Mohamed, Mohamed	Starr-Malone, Sonja
Balzer, Dr. Jill	Harrison-Jordan, Tina	Moss, Christene	Paz, Ashley
Bond, Clint	Hodges, Charles	Nickerson, Porshe *	Turcios, Carlos
Darr, Anne	Jones, Ebony	Nixon, Glenn	Villalobos, Lupita
Dominguez, Nyssa	Lee, Yassmin	Pace, Brandi	Walker, Dr. Carlos *
El, Robert	Luebanos, Anael	Richter, Breinn	West, David
Gravelle, Elizabeth	Masterson, Tim	Rincón, Cynthia	Williams, Dr. Jared
Griffith, Barbara	Masterson, Twyla	Sorensen, Marcy	Young, Patricia

Courageous Conversations About Race Affiliate Practitioners (*) Present:

Crespo, Mirgitt *			
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Courageous Conversations About Race Affiliate Practitioners (*) Absent:

Burrell, Dr. Stacy *	Mouton, Dr. Marion *	Ramos, Jr., Jacinto "Cinto" *	Townsend, Rian *
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Guests:

Boyd, Ayesha	Bustos, Santiago	Contreras, Gerry	Miller, Megan
Ordonez, Monica	Varando, Krista		

CALL TO ORDER:

- The meeting was called to order at 5:01 p.m.
- Minutes from prior meeting approved by consensus
 - Discussion was held regarding names of some individuals being included in the minutes, while others are not. The committee was reminded that the minutes are not expected to be a transcript, but rather, an overview of the meeting. The zoom recordings of the meetings will be posted on the Equity & Excellence website.
- Mrs. Breed reviewed the Racial Equity Committee (REC) Meeting Protocol - revised for Zoom

DISCUSSION ITEMS:

1. Deepening our Racial Consciousness.

- Presenters:
 - Sherry Breed, Chief of Equity & Excellence
 - Dr. Dorene Benavidez, Executive Director, Equity & Professional Learning
 - Dr. Trevon Jones, Equity Specialist, Equity & Professional Learning
 - Jonathan Pérez, Equity Specialist, Equity & Professional Learning

- Presenters provided an overview of the Courageous Conversations About Race (CCAR) Protocol.
 - The Compass: Believing; Thinking; Feeling; and Acting.
 - Committee members were asked to check-in on the compass.
 - Volunteers shared and explained their 'why'.
 - The Four Agreements:
 1. Stay engaged;
 2. Speak your truth;
 3. Experience discomfort;
 4. Expect and accept non-closure.
 - The Six Conditions:
 1. Focus on what is personal, local, and immediate;
 2. Isolate race;
 3. Normalize social construction and multiple perspectives;
 4. Monitor agreements and conditions, Establish parameters;
 5. Use a "working definition" for race;
 6. Examine the presence and role of "whiteness."

- Presenters also discussed what Equity looks like in FWISD, including summary information about disproportionality in academic outcomes (STAAR Reading), and discipline referrals.

- Definitions were provided for some terms to ensure all participants were clear on the vocabulary being used during the learning experience:
 - Race – a socially constructed characterization of individuals based on skin color, physical features, culture, etc.
 - Systemic/Institutional Racism: the ways in which institutional policies and practices create different outcomes for different racial groups
 - Racial Equity – the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.
 - Racial or Social Justice – the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all.

- The communication tool "Mindful Inquiry" was reviewed, demonstrated and then practiced by committee members in breakout rooms. Mindful Inquiry and the 9 Healthy Ways to Communicate are tools used to deepen conversations about race and assist with deep listening.

REMINDERS:

- Next Meeting: Thursday, April 1, 2021, 5 p.m., via Zoom
- Discipline Subcommittee Meeting: March 11, 2021 via Zoom
- Spring Break: March 15-19, 2021
- Academics & Segregation Subcommittee Meeting: March 25, 2021 via Zoom
- Dolores Huerta/César Chávez Student Day of Service: March 29, 2021 via Zoom
- Communications Subcommittee Meeting: March 30, 2021 via Zoom

FUTURE AGENDA TOPICS:

- Race and Disparities in Healthcare

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

Signed: Quinton Phillips Date: 4/2/21

Mr. Quinton "Q" Phillips, Co-Chair

Signed: Maximilian Krochmal Date: 4/1/21

Dr. Max Krochmal, Co-Chair

/clm & bg