



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, May 6, 2021 at 5:00 p.m. via Zoom**

Committee Members Present:

Benavidez, Dr. Dorene *	Grover, Barbara	Lee, Yassmin	Pace, Brandi
Bond, Clint	Hall, Dr. Mia	Luebanos, Anael	Phillips, Quinton
Breed, Sherry *	Herrera, Alfonso	Masterson, Twyla	Poullard, Eric
Chavez, Aracely	Hodges, Charles	McKinney, Wanda	Poullard, Precious
Darr, Anne	Jones, Ebony	Moss, Christene	Walker, Dr. Carlos *
García-López, Norma	Jones, Dr. Trevon *	Nickerson, Porshe *	Williams, Dr. Jared

Committee Members Absent:

Affleck, Holly	El, Robert	Mattingly, Dr. Cissy *	Starr-Malone, Sonja
Anderson, Sue	Gravelle, Elizabeth	Mohamed, Mohamed	Paz, Ashley
Argumedo, Miguel	Griffith, Barbara	Nixon, Glenn	Turcios, Carlos
Balzer, Dr. Jill	Harris, Cleveland	Pérez, Jonathan *	Villalobos, Lupita
Clark, Rickie	Harrison-Jordan, Tina	Richter, Breinn	West, Bill
Cytron-Walker, Adena	Krochmal, Dr. Max	Rincón, Cynthia	West, David
Dominguez, Nyssa	Masterson, Tim	Sorensen, Marcy	Young, Patricia

Guests:

Varando, Krista	Warren, Charla		
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CALL TO ORDER:

- The meeting was called to order at 5:01 p.m.
- Minutes from prior meeting approved by consensus
- Mrs. Breed reviewed the Racial Equity Committee (REC) Meeting Protocol - revised for Zoom

DISCUSSION ITEMS:

1. **Present the charge to Subcommittees regarding final reports and recommendations for consideration.**
 - Subcommittee members were reminded to please be prepared at the June 3rd REC meeting to bring recommendations forward with data, etc., for Board and Leadership review.

2. Discuss future plans for the Racial Equity Committee (REC):

The REC Steering Committee has asked for input on the plans for the future structure of the REC.

Current Membership:

- Would suggest following the REC guidelines for membership and attendance policy; revisit current guidelines/policies and update/revise, if needed.
- Must be active on at least one subcommittee.
- REC members who do not attend regularly should be dropped off the committee after a certain number of missed meetings.

New Membership

- Would like to see more intersectionality for our members, e.g. LGBTQ+ community members.
- Would like to see more community members be recruited/recommended other than FWISD employees.
- Would like to see more parents and students (elementary & secondary) involved in the REC and the subcommittees.
- Could we replace one third of the current committee with new members and do so moving forward with 2-year memberships?
- Need to establish a better nomination/election process for membership
 - Should we have open public nomination process and/or subcommittee nominations? Steering committee nominations? Or a combination?
 - Should current REC members vote on new members, have a lottery system, etc.?
 - Have we sent a survey to the current members asking if they want to continue? Can we ask current members for other members? Can we ask for addresses to ensure we have representation within each district/pyramid? Can we ask are you interested in a 1-year, 2-year, 3-year term to help with roll-offs? If members do not respond to the survey, that is a response.
 - Would like to ask the Board Members to recommend members from each of their districts to have equitable and diverse representation. Also, for Board Members not on this committee, can they recommend members from their districts? Can the REC committee Board Members advocate to the other Board Members?
- New members should receive training on the Courageous Conversation protocol
- Should we have term limits on membership, e.g. two years then roll-off and others join?

Committee Structure:

- We should keep Co-Chairs (1 Trustee/1 Other). Should there also be other Officers? For example, Historian/Archivist? Secretary?
- Do we continue with the current Recording Secretaries, or elect new ones? Perhaps one from the community to capture information from multiple perspectives?
- How do we “size” the committee to be purposeful but also ensure diversity?

Meeting Format

- The suggestions was made that the REC offer a hybrid of the meetings so that those that want to participate, but are unable to physically attend, can do so virtually. If the REC resumes meeting at either the Board Room and/or schools, can virtual still be an option and can the meetings be scheduled with equity in mind for traveling?
- Would like to suggest that the REC hold an Equity Town Hall meetings.

- Would like to see parent forums/town halls by the District to explain the REC and its objectives and the subcommittee objectives.

Subcommittees:

- Would like to suggest attendance guidelines in the subcommittees.
- Would like to suggest a transition and an on-boarding session for the subcommittee chairs.
- What is the expectation for FWISD employees/departments who are on the subcommittees? Should we have members on the REC and subcommittees from all departments?
- Would like to see no more than 4 subcommittees so as to not dilute the energy and enthusiasm of the REC so that the subcommittees can be effective; look at current subcommittees and ask, what are we missing and if something is missing, is it more important than what we currently working on? Determine if we need another subcommittee by asking what aspect of racial equity is being overlooked and do we need to add a subcommittee and/or replace one?
- Would like to establish a subcommittee as a “primer” for parents, students, and community stakeholders to understand how the REC works, through a racial equity lens, to help explain how the District and its initiatives support student learning, and who to ask for help within the District.
- Can we create new space (subcommittee?) within each district/pyramid to work on specific work within that district/pyramid?
- Would like to recommend Goal Progress Measures for the REC and for the subcommittees as well as recommend the subcommittees become involved in the District’s programs and initiatives, e.g. Summer Learning Programs, to support the District and to ensure a racial equity lens is a focus and is used in District programs and initiatives.
- How do we ensure the continuity of the subcommittees as members roll-off? Especially with our long-range goals, e.g. discipline? How do we ensure the work continues and how do we have goal metrics that roll over with new members?
- If the goals of a subcommittee are accomplished, establish a new subcommittee with new goals; maintain continuity with new members and new goals.
- After serving on a subcommittee, rotate into a different subcommittee? After a set time? For example, serve on the discipline subcommittee then rotate to a different subcommittee.

Setting Priorities

- Would like to look at work needed by the districts, e.g. district 1-9, and/or by pyramids, e.g. listening sessions by pyramid.
- Would like to receive information, data, etc., on current issues within FWISD to help with informing ideas and on the REC; e.g. ESL learners and parents, are we translating? Would like to see a more holistic approach and to be more flexible.

REMINDERS:

- Next REC Meeting: Thursday, June 3, 2021, 5 p.m., via Zoom
- Discipline Subcommittee Meeting: May 13, 2021, 5:30 p.m. via Zoom
- Academics & Segregation Subcommittee Meeting: May 20, 2021, 5 p.m. via Zoom
- Communications Subcommittee Meeting: May 31, 2021, 5 p.m. via Zoom
- Staffing & Recruiting Subcommittee Meeting: TBD

FUTURE AGENDA TOPICS:

- Race and Disparities in Healthcare

ADJOURN: Meeting adjourned at 6:25 p.m.

Signed: Quinton Phillips Date: 6/3/21

Mr. Quinton "Q" Phillips, Co-Chair

Signed: Maximilian Krochmal Date: 6/3/21

Dr. Max Krochmal, Co-Chair

/clm & bg