

Howard County Council

Racial Equity Task Force



Meeting: Racial Equity Task Force: January Subgroup Meeting, Education

Date: Monday, January 11, 2021

Time: 5:00 pm to 7:00 pm

Objectives:

- Continue to deepen our relationships with one another
- Gain a shared understanding of what is within the County Council's legislative authority so that this Task Force's charge is clearer
- Hear from subgroups members formerly on the Board of Education regarding what we know and don't know about the opportunity gaps facing Howard County
- Unpack the inequities and disparities raised last meeting and create action plans for researching and learning about each

Agenda:

1. Welcome and check in *(25 min)*
 - Business: Roll call, minutes approval, confirm completion of OMA training
 - Overview of meeting objectives, agenda, and partnership agreements
 - Check in: Name, pronouns, three words to describe how you are doing
2. Presentation, followed by Q&A: What is (and is not) within the Council's legislative authority? *(20 min)*
 - Presentation from Gary Kuc and Amanda Mihill, Office of Law
3. Presentation, followed by Q&A: Opportunity Gaps in Howard County *(20 min)*
 - Presentation from subgroup members Mavis Ellis and Sabina Taj
4. Review topics raised last meeting and chart next steps *(45 minutes)*
 - The group will review the list below, confirm that they remain a priority, and identify data/perspectives to gather for each. Members will then volunteer for categories they will conduct research on and commit to deadlines. Topics raised last meeting:
 - Recruitment, retention, and promotion of teachers and faculty of color
 - Existing faculty and staff competence and comfort with diversity, equity, and inclusion, as well as knowledge of race and racism in Howard County

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- School climate & safety, particularly removal of SROs, changes in disciplinary policies, and restorative justice implementation
- Language inclusivity in both parental outreach and curriculum
- Support and guidance for parents of children ages 0-3
- Transportation to schools, including Head Start programs
- Policies regarding corporate investment in specific schools (and not others)
- Various bodies' decision-making power and disparities, fragmentation, and bias that persist as a result
- See action planning chart below

5. Next steps and check-out (10 min)

- Confirm action items, owners, and deadlines
- Reminder: February and March subgroup meetings
 - February 8, 5-7pm
 - March 8, 5-7pm
- Check-out

Action Planning Chart

We will use this chart to identify research related action items, owners, and deadlines.

Action Items	Person(s) Responsible	Due Date
Category:		
Action Item	•	
	•	
Category:		
Action Item		
	•	
Category:		
Action Item	•	
Action Item	•	
OMA Training		
Take OMA Training	<ul style="list-style-type: none"> • Karen • Jacky 	January 15

Reference Items:

Task Force Purpose

As specified in the resolution, the Task Force must recommend legislative actions to the County Council to remedy racial disparities and inequities in the community by:

- reviewing indicators of disparate outcomes, findings of applicable studies, best practices, and local data to ascertain pertinent information on issues related to racial equity and identifying metrics for measuring progress in improving racial equity;
- identifying new County policies and changes to County ordinances and policies that could improve racial equity;
- recommending legislation to the County Council that can be passed that will improve racial equity; and
- recommending actions that other Howard County entities, that receive County funds, can take that will improve racial equity outcomes.

Education Subgroup Overview

The Education subgroup will evaluate current curriculum policies ensuring that all student's needs are met. Although the County Council is unable to provide legislative oversight to the Board of Education (BOE), this subgroup will suggest remedies to combat various educational challenges by Council Resolutions as a guide for the Board of Education.

Partnership Agreements

- Respect each others' time, resources, identities, experiences and expertise
- Place tech on "silent" and stay checked in
- Connect to your core values and speak from your heart
- Be accountable to your commitments and honest about your limitations
- Give each other and ourselves grace – these are unprecedented times
- Keep the Task Force purpose and specific meeting goals in mind

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