

Howard County Council

Racial Equity Task Force



Meeting: Racial Equity Task Force: March Subgroup Meeting, Education
Date: Monday, March 8, 2021
Time: 5:00 pm to 7:00 pm

Objectives:

- Continue to deepen our relationships with one another
- Hear various viewpoints to help us develop a collective understanding on issues related to:
 - educator recruitment, hiring, retention and promotion
 - educator pay and comparative disparities
- Review speakers plans for next two meetings, amend as needed, and confirm next steps (owners/tasks)
- As time allows, share updates regarding the public hearing, County Council update, and OOL guidance

Agenda:

1. Welcome and check in - *10 min*
 - Roll call
 - Minutes approval
 - Reminder of subgroup purpose
 - Meeting objectives overview
2. Presentations and Q&A – *60 minutes; each presentation will be 5 minutes, followed by a 5 minute Q&A*
 - Irene Bademosi, School Counselor, Wilde Lake High School
 - Anthony Bell, HCPSS Special Education Teacher & Coach, Wilde Lake High School
 - Alison Daniels, English/Language 8th Grade Teacher/Team Leader, Thomas Viaduct Middle School
 - Jessica Nichols, Board Member, Howard County Education Association; Social Studies Teacher, River Hill High School
 - Matthew Vaughn-Smith, Assistant Principal Sherwood Elementary School, Montgomery County Public Schools (former Reading Specialist HCPSS); Anti-Racist Education Alliance
 - Deonne Wingfield, PE/Health Instructional Team Leader & Coach, Wilde Lake High School
3. Review and confirm plans for next two meetings (*35 min*)

- Will this list of speakers provide the information you need to develop recommendations as a committee?
- What is the status of reaching out to speakers?
- Who will volunteer to draft prompts for speakers ahead of time (by topic area)?

Upcoming Meetings

- March 22, 4:30-5:45pm – This is an additional meeting to our regular monthly subgroup meeting.

Topic: SROs

- Avery Berdit, Attorney OPD
- Adetola Abdulkadir, Peers Not Perps/Former
- Erika Chavarria, Anti-Racist Education Alliance
- Kaliyah Wright, HCPSS student

- April 5, 5-7pm – This is Easter Monday. We will discuss the potential to reschedule.

Topic: Cultural Responsiveness and Competency

- Kevin Gilbert, Director of Diversity and Inclusion, HCPSS
- Ming Woo, International Students & Family Services, HCPSS or Kimberly Eggbor
- Dr. Daryl C Howard (part of the Montgomery County Public Schools as an instructional Specialist of the Equity Initiative Unit)
- Dwanna Nicole, Restorative Justice Partnership

Topic: 0-3 Development and Supports

- TBD – Bitia and Jacky are identifying speakers

4. Additional Updates & Report Outs (15 minutes)

- Report back from OOL inquiry regarding subgroup authority (Michael/Lauren)
- Report out on Public Hearing (Karen, 1-2 addtl members who attended)
- Report out on County Council update (Lauren)

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Education Subgroup Action Planning

Draft updated on 3/4/2021

Action Items	Source	Group member responsible	Meeting at which to discuss
Category: Equity budget			
<ul style="list-style-type: none"> Request presentation with disaggregated data by building --- on extent to which they have opportunity gap, discipline gap, incidents in bias/racism, differentiated teaching staff, teacher experience/longevity at school, level of investment/differentiated staffing 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 	
Category: Educator employment and pay			
<ul style="list-style-type: none"> Recruitment, retention, and promotion of teachers and faculty of color Pay equity 			
<ul style="list-style-type: none"> Request information and/or presentation from on: <ul style="list-style-type: none"> university recruitment (which universities are in the pipeline, number of folks at the top of the pipeline, hiring rate), disaggregated by race/ethnicity, hiring and selection process by administration and by building aggregated exit interview data being used for retention teacher/admin pay in HoCo and neighboring regions 	<ul style="list-style-type: none"> See agenda above 	<ul style="list-style-type: none"> Ashley/Michael will confirm David Larner Sabina, Mavis, Patricia, and Erika will identify up to three more speakers and reach out to them – speakers will likely be from affinity groups 	March 8
Category: Cultural competency & responsiveness			
<ul style="list-style-type: none"> Existing faculty and staff competence and comfort with diversity, equity, and inclusion, as well as knowledge of race and racism in Howard County 	<i>Speakers:</i> <ul style="list-style-type: none"> Kevin Gilbert, Director of Diversity and Inclusion, 	<ul style="list-style-type: none"> Patricia confirmed Dr. Howard 	April 5 (or early April meeting)

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<ul style="list-style-type: none"> • Cultural competency/responsiveness -- DEI training delivery and participation, disaggregated 	<p>HCPSS <i>or</i> Razia Kosi, Cultural Proficiency Facilitator</p> <ul style="list-style-type: none"> • Ming Woo, International Students & Family Services, HCPSS OR Kimberly Eggborn • Dr. Daryl C Howard (part of the Montgomery County Public Schools as an instructional Specialist of the Equity Initiative Unit) • Dwanna Nicole, Restorative Justice Partnership 	<ul style="list-style-type: none"> • Erika will reach out to Dwanna • Ashley/Michael will confirm: 1) Kevin Gilbert OR Razia Kosi; AND 2) Ming Woo • Group will discuss inclusive of additional speakers in 3/8 meetings 	
<p>Category: School safety & discipline</p> <ul style="list-style-type: none"> • School resource officers • Disciplinary policies and disparities • Restorative justice measures 			
<p><i>The group needs to discuss its specific data requests and prompts for speakers</i></p>	<p><i>Group's recommended speakers</i></p> <ul style="list-style-type: none"> • Avery Berdit, Attorney OPD • Adetola Abdulkadir, Peers Not Perps/Formal • Erika Chavarria, Anti-Racist Education Alliance • Kaliyah Wright, HCPSS student <p><i>Tabled:</i></p> <ul style="list-style-type: none"> ○ Towanda Brown, Chair, The Council of Elders of the Black Community 	<ul style="list-style-type: none"> • Natalie, Sabina, Erika, and Jacky identified speakers and will be conducting outreach • Group will discuss inclusion of additional speakers in 3/8 meetings 	<p>March 22</p>

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	○ Stephanie Wall, Strategic Outreach Coordinator, County Administration		
Category: 0-3 <ul style="list-style-type: none"> Increased public investment Support and guidance for parents Transportation to schools, including Head Start 			
<i>The group needs to discuss its specific data requests and prompts for speakers</i>	Proposed Speakers (Jacky) - tentative <ul style="list-style-type: none"> Bonnie Bricker (Talk With Me) Lisa Davis (Howard County Office of Children and Families) Amy Raymond (HCPSS Early Childhood Programs Coordinator) 	<ul style="list-style-type: none"> Bita and Jacky will identify speakers, conduct outreach, and confirm speakers 	April 5 (or early April meeting)
Category: Additional access barriers <ul style="list-style-type: none"> Language inclusivity Internet access/tech Policies regarding corporate/booster investment in specific schools (and not others) 			
<i>This topic is now folded into the cultural competency and responsiveness above.</i> <ul style="list-style-type: none"> language inclusivity and digital (internet and tech) inequity. the findings of the HCPSS 2019 Equity Report should be included in the discussions of current data to elevate equity in our county, particularly as it relates to English Learner Students. 			
Admin			
Standing item: review OMA Training: https://www.igsr.umd.edu/VLC/OMA/class_oma_title.php			

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

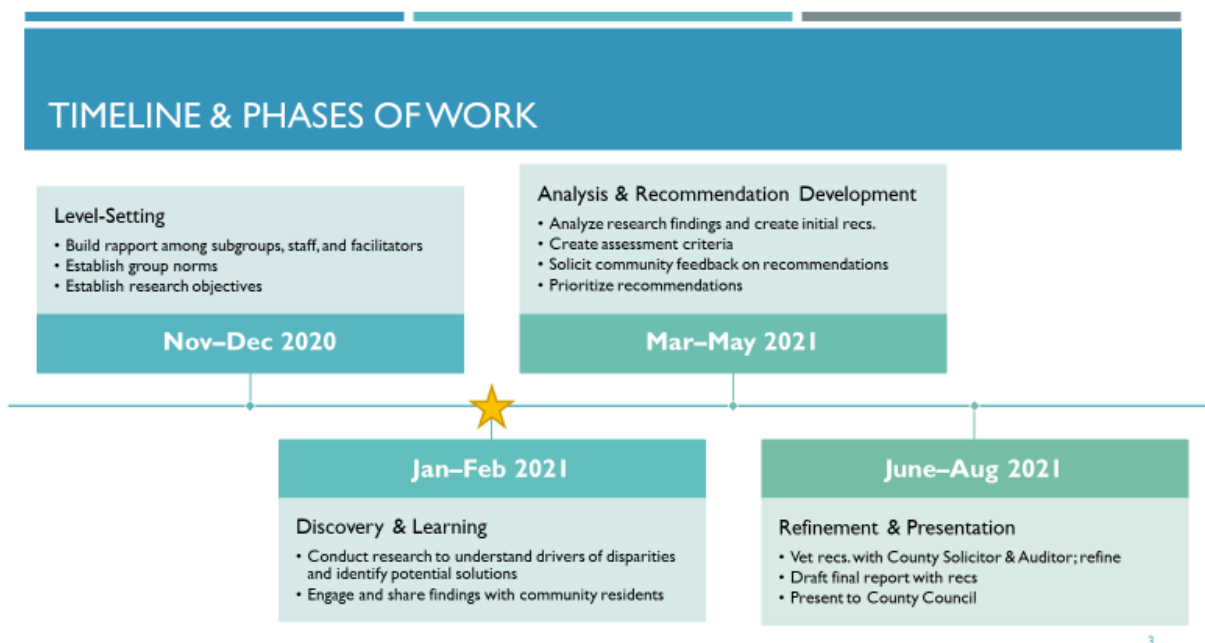
- Respect each others' time, resources, identities, experiences and expertise
- Place tech on "silent" and stay checked in
- Connect to your core values and speak from your heart
- Be accountable to your commitments and honest about your limitations
- Give each other and ourselves grace – these are unprecedented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

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Engagement Timeline



*We are recommending that some subgroups break into smaller groups (3-4 people) between subgroup meetings to develop recommendations to pose to the larger group. Divvying this up will allow folks to focus on areas of interest and to move faster as a subgroup.

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