Howard County Council
Racial Equity Task Force

Meeting: Racial Equity Task Force: Education Subgroup Monthly Meeting
Date: Monday, May 10, 2021
Time: 5:00 to 7:00 pm

Objectives:

- Reflection on major takeaways from the public hearing
- Discuss draft recommendations developed by group members, specifically by:
  - ➢ addressing clarifying questions
  - ➢ taking a pulse of degree of agreement, and
  - ➢ identifying ways to make recommendations even more compelling and rooted in racial equity
- Confirm next steps, including recommendation refinement

Small Group Composition:

- Group #1 (Educator Employment & Pay): Karen, Mavis
- Group #2 (Educator Cultural Responsiveness and Competency & Inclusive Curriculum): Patricia, Grace, Meina, Sabina
- Group #3 (Supporting the needs of children 0-5 years old): Jacky, Bita
- Group #4 (School resource officers and restorative justice practices): Natalie, Erika, Ying

Agenda:

- Welcome & Reflection on Public Hearing *(15 min)*
  - What insights did you gain from testimony shared during the public hearing? How are these impacting your thoughts on this group's recommendations?

- Discuss and further develop recommendations *(90 min)*
  - Briefly review requested recommendation content for final report
    - *See below for guidance on recommendation content below.*
  - Invite each small group to briefly present their recommendations, including what is being recommended, how the recommendation intends to advance racial equity, and data – broadly defined–support this action.
  - For each topical area's recommendations, discuss:
    - What clarifying questions do you have?
    - To what extent are you (individually and as a group) in agreement with the draft recommendations?
    - How can each recommendation be strengthened?

- Review next steps between now and next meeting *(15 minutes)*
  - Present- Early June: Solicit feedback on recommendations' feasibility from OOL and share back with group (Council staff)
  - Present - June 9: Refine and further develop recommendations (subgroup members)
  - June 10: Submit recs. to Lauren, Karen, and Council staff (subgroup members)
  - June 14: Subgroup meeting – we will finalize recommendations for the final report in this meeting.

Final Report Guidance:

The final report will have three major parts: a cover letter from the Chairs, a main body with recommendations that meet two criteria (see below), and several appendices. Guidance on the content of each, as well as the content of recommendations is below.

I. Cover Letter from Chairs (Written by/from Chairs)
Key points:

- Overview of the RETF purpose and engagement process
- Reflections on the RETF experience
- Any overarching takeaways/recommendations
- Overview of report flow, including clarity on what is in the main body and in the appendix

II. Main body with Recommendations (Written by subgroup members)
Recommendations included in the main body of the final report must meet the following criteria:

- recommendation is within the County's legislative authority according to the OOL;
- recommendation is supported by the majority of subgroup members.

Recommendations drafted by subgroup members must include the following information:

- A recommendation that is within the County Council's legislative authority.* Specifically:
  - new County policies and changes to County ordinances and policies that could improve racial equity;
  - legislation 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.
  - **** In light of the Council's relationship to the Board of Education, the Education subgroup is charged with recommending Council Resolutions the Council should issue, rather than legislative actions the Council should take.***
- Data that supports your recommendations, including quantitative and qualitative data. Inclusion of comparative analysis from other regions is welcome.
- The racial equity impact of this recommendation - how it helps make the County more equitable and inclusive and who will be impacted
- Intent behind the recommendation
- Metrics to measure impact and success (if applicable)
- The timeframe to impact - short-term (0 to 2 years) or long-term (2+ years)

Auditors note on fiscal impact.

III. Appendices
Appendix A: (Written by subgroup members)
Appendix A will contain the remainder of recommendations from each subgroup that did not meet the criteria above (e.g. did not receive majority vote, not within the Council's legislative authority according to the Office of Law, but could be in the future). It is not mandatory that subgroups have material in this section.

Appendix B: (Assembled by Groundwork Partners based on existing materials)
Major RETF Communications, such as Chairs statements or minutes from closed meetings (as desired)

Appendix C: (Assembled by Groundwork Partners based on existing materials)
Overview of the process (with links)

Appendix D: (Assembled by Groundwork Partners based on existing materials)
Names of RETF members, by subgroup

ADDITIONAL 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.

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