

# Howard County Council

## Racial Equity Task Force



**Meeting:** Racial Equity Task Force: March Subgroup Meeting #3, Education  
**Date:** Wednesday, March 31, 2021  
**Time:** 4:30 to 5:45pm

### Objectives:

- Learn about HCPSS' efforts to build a racially and ethnically diverse teaching staff, strengthen culturally responsive practices among staff, and develop an inclusive curriculum
- Review and agree upon critical next steps

### Agenda:

- Welcome and check in (10 min)
- Guest presentations, followed by Q&A (45 min)
  - Ebony Langford-Brown, Executive Director Curriculum and Instruction
  - Dr. Razia Kosi, Coordinator, Culturally Responsive Practices and Anti-Racism Development
- Confirm optimal path forward on inclusive curriculum (5-10 min)
  - Links
    - <https://docs.google.com/forms/d/1q8wRGgrxSTQxmlmtE1fKJExPXrNruuJ5CRZnYPX9lfE/prefill> (student version)
    - <https://docs.google.com/forms/d/1jHFRKewxLsyXQTX5K-WMFhUBnEKQ-6Wn0oEy7i2m1vk/prefill> (teacher version)
  - Recommendation choice:
    - Conduct the survey among HCPSS students/staff, collect data and make recommendations based on the findings
    - Recommend to the CC to urge HCPSS conduct similar surveys, perhaps using the ones we developed as a template.
- Review timeline and process for developing and voting on recommendations, subgroup responsibilities; and required recommendation content– see below (5-10 min)
  - Next step: Respond to forthcoming email to sign up for topical area in which you will draft recommendations. Topical areas are:
    1. Educator Employment & Pay
    2. Educator Cultural Responsiveness and Competency
    3. Supporting the needs of children 0-5 years old
    4. School resource officers and restorative justice practices

*The above subgroups may wish to address other topics within their subgroup, such as inclusive curriculum, special education, and HCPSS' equity budget and data collection/transparency*

## Reference Items:

### Small Working Groups

- Each subgroup will break into small working groups that will be responsible for
  - developing written recommendations (incl. conducting additional research if needed)
  - soliciting feedback on recommendations from the whole subgroup (during our regular monthly meetings)
  - revising and finalizing written recommendations for a vote
  - submitting final recommendations to the Chair to compile for the final report
- Working groups will be organized by topical area, per the learning conversations in Jan.-April.
- Working groups will be comprised of 2-3 subgroup members. *If additional group members join periodically, no more than four group members can convene to ensure you do not exceed quorum.*
- Working group members will meet frequently during April, May, and early June to complete work during non-subgroup meeting time.
- Each subgroup member, including the Chair, is asked to sign up for one working group.

### Recommendation Content in the Final Report

- All 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.
  - Data that supports your recommendations, including quantitative and qualitative data. Inclusion is 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)
- Recommendations included in the main body of the report must meet the following criteria:
  - (1) recommendation is within the County's legislative authority according to the OOL;
  - (2) recommendation is supported by the majority of subgroup members.
- All other recommendations, so long as clear and actionable, will be included in the appendix.

### Timeline & Upcoming Meetings

- **April**
    - **Subgroup Meeting:** April 5, 5-7pm
      - Topic: Educator Cultural Responsiveness and Competency (cont'd)
        - Dr. Daryl C Howard (confirmed)
        - Dwanna Nicole, Restorative Justice Partnership (confirmed)
- 3430 Court House Dr., Ellicott City, MD 21043 ▪ 410-313-2001  
[racialequitytf@howardcountymd.gov](mailto:racialequitytf@howardcountymd.gov) ▪ FAX 410 313-3297  
<https://cc.howardcountymd.gov/About-Us/Commissions-Task-Forces-and-Special-Reports/Racial-Equity-Task-Force>

- **Topic:** Access to information regarding services that are available in the County to support the needs of children 0-5 years old
    - Bonnie Bricker, Talk With Me
    - Jacky McCoy, Changing the Lens
    - Tracy Broccolino, Director of Early Childhood Education, Community Action Council of Howard County
  - Subgroup or small group meeting (TBD) –Inclusive Curriculum
  - **Small Groups: draft & complete first draft of recommendations by ~April 28**
    - Topics on which recommendations will be developed need to be confirmed by the 28th. These topics will be posted in advance of the public hearing and it is around these topics that recommendations from the public will be solicited.
- **May:**
  - Early May: Second public hearing (mandated by legislation)
    - Share recommendation topic areas in advance of the public hearing so the public can review and respond with relevant testimony (during the hearing)
  - **Subgroup Meeting:** small groups present draft recommendations and other members provide feedback.
  - Office of Law (OOL) reviews recommendation to provide feedback on all recommendations, especially whether they fit within the Council’s legislative authority and their feasibility
  - **Small Groups:** refine recommendations
    - Draft recommendations will be refined based on feedback from subgroup members and the Office of Law (OOL).
- **June:**
  - Early June: Finalize recommendations for a vote
  - **Subgroup Meeting:** Vote on recommendations to include in final report
    - Chairs compile their subgroups’s recommendations and send to Groundwork by **June 18th.**
  - **Final Report Completion:**
    - Chairs will co-write report cover letter by **June 18th.**
    - Groundwork will compile the cover letter and each group’s recommendations into a final report by **June 25th.**
    - Chairs review and finalize report by **June 30th.**
- **July:**
  - Chairs submit final report to County Auditor on behalf of RETF on **July 1st.**
  - County Auditor reviews report and provides fiscal note on recommendations.
  - **Subgroup Meetings (or a format TBD):** Present and discuss recommendations with County Council.
- **August:** Chairs submit final report to County Council on behalf of RETF on **August 1st.**

## **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.

### *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," stay checked in, keep video on as possible
- 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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