

## Equity Action/Minority Recruitment Meeting Wrap Up

2 messages

Zena Featherston <zfeather@fortsmithschools.org>

Sun, Jul 26, 2020 at 2:36 PM

To: Lori Griffin <lgriffin@fortsmithschools.org>, Charolette Tidwell <cftidwell9793@att.net>, Gordon Manley <gmanley@fortsmithschools.org>, Ryan Gray <rgray1@fortsmithschools.org>, Kathy Haaser <khaaser@fortsmithschools.org>, Britt Humphries <bhumphri@fortsmithschools.org>, Amanda Butler <abutler@fortsmithschools.org>, Karen Vicens <kvicens@fortsmithschools.org>, monica.riley@uafs.edu, Ron Orick <Ron.Orick@uafs.edu>, Daniel Peña <dpena@fortsmithschools.org>, Jackie Flake <jflake1@me.com>, "Paul E. Davis" <pdavis@stjamesbc.org>, Sherri Penix <spenix@fortsmithschools.org>, Martin Mahan <mmahan@fortsmithschools.org>, Terry Morawski <tmorawsk@fortsmithschools.org>, Doug Brubaker <dbrubaker@fortsmithschools.org>, Darian Layes <dlayes@fortsmithschools.org>, Alice Alt <alice.alt@usmm.foundation>, Christina Williams <cwilliams@fortsmithschools.org>, Ken Kupchick <kkupchick@gmail.com>, Christopher Johnson <cjohnson@fortsmithschools.org>, Christopher Davis <cdavis1@fortsmithschools.org>, Courtney Morawski <cmorawsk@fortsmithschools.org>

Good afternoon everyone,

Thanks again for your time on Thursday. For those of you who were not able to attend, we look forward to seeing you next time!

We will share meeting notes tomorrow. Today, I would like to recap what people are working on and add a couple of opposing points/questions.

I hope that you will feel free to add your own thoughts and questions to this thread. *(We are working on finding the best way to have an ongoing conversation among this group. It may be a Google document or another platform so all can participate.)*

In terms of the Design, Implementation, Evaluation of this project:

- FSPS is committed to a multi-year process because we know that it will take time to establish and accomplish well.

### 1. Dr. CMorawski is going to bring three to five PD options on restorative practices for the group to review, reflect and discuss.

Opportunity: Restorative practices challenge the norm

Barrier: Additions to current Professional Development schedules are complex and very difficult to modify in a current year.

### 2. Revs. Davis and Flake are going to bring a list of 20-26ish individuals who may be willing to mentor/guide.

Opportunity: Building strong, trustworthy relationships with people who we do not currently know, or know well.

Barrier: Will we need to have an objective, outside influencer who will train mentors and who can/will say things that we cannot say as candidly as we might like; help set standards; be a sounding board for mentors; help "mentors" build trust with "mentees"?

### 3. Individual homework - [Project Implicit](#)

Opportunity: Self reflection as we begin this journey.

Barrier: We have not had time to "storm, form and norm" as a group, so I think discussion about "Project Implicit" should be - at least for the time being - focused on its appropriateness for use with a larger group. Thoughts?

### 4. Lori Griffin is combing through PLC practices to identify a rubric that we can review, reflect and discuss as a way to begin to recognize individuals and groups for great work they are doing related to promoting and realizing equity in their circles of influence and in the community.

Opportunity: Creating awareness

Barrier: Sustainability

Please comment on these points, if you would like to do so. Thanks for your patience and support as we get started with this important work. z

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Sun, Jul 26, 2020 at 3:39 PM

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Great summary/wrap up.  
Thanks for your tireless effort Zena.

Sent from my iPhone

On Jul 26, 2020, at 2:36 PM, Zena Featherston <[zfeather@fortsmithschools.org](mailto:zfeather@fortsmithschools.org)> wrote:

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