

## Vision 2023 Equity Action and Minority Recruitment Teams Meeting

26 messages

**Zena Featherston** <zfeather@fortsmithschools.org> Mon, Jul 20, 2020 at 4:58 PM  
 To: Christopher Johnson <cjohnson@fortsmithschools.org>, Lori Griffin <lgriffin@fortsmithschools.org>, Charolette Tidwell <ctidwell9793@att.net>, Ken Kupchick <kkupchick@gmail.com>, Alice Alt <alice.alt@usmm.foundation.org>, 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>  
 Cc: Sherri Penix <spenix@fortsmithschools.org>, Christopher Johnson <cjohnson@fortsmithschools.org>, Martin Mahan <mmahan@fortsmithschools.org>, Terry Morawski <tmorawsk@fortsmithschools.org>, Doug Brubaker <dbrubaker@fortsmithschools.org>, Darian Layes <dlayes@fortsmithschools.org>

Good afternoon everyone,

I hope that you might be able to join the Vision 2023 Equity and the FSPS Minority Recruitment Teams to discuss the development of a long-term project to address racism and bias. We have some ideas that we hope will get the conversation started and energy flowing. I will send you a calendar invitation with Zoom credentials for 2 p.m. Thursday July 23. Please let me know if you have any questions.

Thanks much for your consideration, z

--

Zena Featherston Marshall  
 Executive Director  
 Communication & Community Partnerships  
 Fort Smith Public Schools  
 (479) 785-2501, ext. 1301  
 (479) 651-0870, mobile

**Lori Griffin** <lgriffin@fortsmithschools.org> Mon, Jul 20, 2020 at 5:58 PM  
 To: Zena Featherston <zfeather@fortsmithschools.org>

I would be happy to serve. Thank you, Zena.

[Quoted text hidden]

--

Lori Griffin, Principal  
 Ballman Elementary  
 2601 South "Q"  
 Ft. Smith, AR 72901  
 (479)783-1280  
 (479)785-1513 (fax)

**"The question isn't 'How can I do a better job of monitoring teaching, but rather, how can we collectively do a better job of monitoring student learning?'"**

**---Rick DuFour**

**"Passion is energy! Feel the power that comes from focusing on what excites you!!"**

**---Oprah Winfrey**



**Karen Vicens** <kvicens@fortsmithschools.org>  
 To: Zena Featherston <zfeather@fortsmithschools.org>

Mon, Jul 20, 2020 at 7:53 PM

Hello!!!

Thank you for the invitation!!! Sadly, I won't be able to attend this time. I have an appointment and then we are getting ready to leave for the beach. 😊

I have been part of the committee for two years with Mr. Mahan and Ms. Penix. I would be happy to continue to be part of it!!! Please keep me in mind for future meetings and activities!

On Mon, Jul 20, 2020 at 4:58 PM Zena Featherston <zfeather@fortsmithschools.org> wrote:

[Quoted text hidden]

Sent from Gmail Mobile

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**Ken Kupchick** <kkupchick@gmail.com>  
To: Zena Featherston <zfeather@fortsmithschools.org>

Mon, Jul 20, 2020 at 9:00 PM

Has your team revisited our committee report?

Sent via the Samsung Galaxy Note10, an AT&T 5G Evolution capable smartphone  
Get [Outlook for Android](#)

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**From:** Zena Featherston <zfeather@fortsmithschools.org>  
**Sent:** Monday, July 20, 2020 4:58:13 PM  
**To:** Christopher Johnson <cjohnson@fortsmithschools.org>; Lori Griffin <lgriffin@fortsmithschools.org>; Charolette Tidwell <ctidwell9793@att.net>; Ken Kupchick <kkupchick@gmail.com>; Alice Alt <alice.alt@usmm.foundation.org>; 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 <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>  
**Cc:** 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>  
**Subject:** Vision 2023 Equity Action and Minority Recruitment Teams Meeting

[Quoted text hidden]

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**Zena Featherston** <zfeather@fortsmithschools.org>  
To: Karen Vicens <kvicens@fortsmithschools.org>

Tue, Jul 21, 2020 at 8:30 AM

Hi Karen,  
No worries! Travel safely and enjoy yourself!! I will keep you informed as to this week's discussion. z

[Quoted text hidden]

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**Ken Kupchick** <kkupchick@gmail.com>  
To: Zena Featherston <zfeather@fortsmithschools.org>

Tue, Jul 21, 2020 at 9:04 AM

Cc: Christopher Johnson <cjohnson@fortsmithschools.org>, Lori Griffin <lgriffin@fortsmithschools.org>, Charolette Tidwell <ctidwell9793@att.net>, Alice Alt <alice.alt@usmm.foundation.org>, 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>

Thank you for the invitation, Zena. I will be happy to attend. Ms. Tidwell asked me to relay that she has a prior commitment with Darby Junior High meeting with students and their parents regarding potential careers in the health sciences. She asked to relay her disappointment that her commitment will prevent her participation.

In light of that, may we ask for materials that we can review regarding this long-term project to allow us to develop our thoughts for the discussion. In particular, Ms. Tidwell may have thoughts she would like to put to pen and paper.

It was a rewarding experience to work on the equity committee. Our team diligently tried to put some heart, healing and understanding into Vision 2023 three years ago to assure that equity was front of mind in planning for the future. I've attached a copy of the action plan presented as there as members of the zoom meeting that were not part of this process. I welcome reuniting with team members and look forward to Thursday.

Ken.

On Mon, Jul 20, 2020 at 4:58 PM Zena Featherston <zfeather@fortsmithschools.org> wrote:

[Quoted text hidden]

--

Ken Kupchick  
479-883-9273



**Equity Team Action Plan Vision 2023.pdf**

15K

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**Ryan Gray** <rgray1@fortsmithschools.org>  
To: Zena Featherston <zfeather@fortsmithschools.org>

Tue, Jul 21, 2020 at 9:31 AM

Hey Zena, I think it would probably be best if I don't continue on this sub-committee. I think it's super important work, but I'm spread really thin at the moment. Thanks!

On Mon, Jul 20, 2020 at 4:58 PM Zena Featherston <zfeather@fortsmithschools.org> wrote:

[Quoted text hidden]

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**Zena Featherston** <zfeather@fortsmithschools.org>  
To: Ryan Gray <rgray1@fortsmithschools.org>

Tue, Jul 21, 2020 at 9:37 AM

Hi Ryan,  
Absolutely no worries. I wondered about your schedule when I remembered that you were a part of this team. I will keep you informed. Would you like for me to leave you in this email list so that you receive what the group receives?

Thanks,

Zena

[Quoted text hidden]

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**Ryan Gray** <rgray1@fortsmithschools.org>  
To: Zena Featherston <zfeather@fortsmithschools.org>

Tue, Jul 21, 2020 at 9:39 AM

Yes, please do. Thanks! Also, a reporter for the SWTR contacted me about getting the survey results from the PPC. I don't have a problem letting him see the results but I wanted to make sure you guys weren't surprised by it. He did say he talked to you and you referred him to me, but I wanted to make sure and let you know. Thanks again!

[Quoted text hidden]

---

**Zena Featherston** <zfeather@fortsmithschools.org>  
To: Ken Kupchick <kkupchick@gmail.com>

Tue, Jul 21, 2020 at 10:12 AM

Cc: Christopher Johnson <cjohnson@fortsmithschools.org>, Lori Griffin <lgriffin@fortsmithschools.org>, Charolette Tidwell <ctidwell19793@att.net>, Alice Alt <alice.alt@usmm.foundation.org>, 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>

Ken,

Thanks so much for including this document. I have been haphazardly looking for the Powerpoint presentation. Your file is much appreciated and much more efficient than what I have. It will be a good guide to which we can anchor the project.

We do not have any specific materials other than the Vision 2023 Equity Action Team Plan, and the ongoing work of the Minority Recruitment Team.

In terms of providing for and arriving at equity for FSPS students, we have discussed:

- The importance of providing anti-racism and bias training for all employee groups in all schools and centers.
- The importance of visible, top-down, long-term commitment.
- The importance of building and sustaining trust.
- The importance of incorporating student recommendations and feedback.

We would love to share and discuss written notes from Ms. Tidwell. We will likely have others who will submit as well. Her responsibilities at Darby are very important and I am hoping that she will be able to join us at future meetings. z

[Quoted text hidden]

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**Zena Featherston** <zfeather@fortsmithschools.org>  
To: Ryan Gray <rgray1@fortsmithschools.org>

Tue, Jul 21, 2020 at 10:15 AM

Can do and thanks! Could you copy me on your email to Drew? I would like to review the results and share the outcomes. Just so you won't be surprised, Drew is female. She is Alisa Drew Smith in full:-)

[Quoted text hidden]

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**Ryan Gray** <rgray1@fortsmithschools.org>  
To: Zena Featherston <zfeather@fortsmithschools.org>

Tue, Jul 21, 2020 at 10:18 AM

Will do! And thanks for the heads up!

[Quoted text hidden]

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**Amanda Butler** <abutler@fortsmithschools.org>  
To: Zena Featherston <zfeather@fortsmithschools.org>

Tue, Jul 21, 2020 at 10:26 AM

Thank you for the invitation, but I have a previous commitment to the Office of English Language Acquisition at that same time. I would like to participate and support the effort as it is possible though, so please keep me in the loop with communications about these sessions.

Amanda Butler

**VISION2023**  
FORT SMITH PUBLIC SCHOOLS  
AMANDA BUTLER, NBCT  
MIDDLE CHILDHOOD GENERALIST  
FORT SMITH PUBLIC SCHOOLS-PARKER CENTER  
DISTRICT ELEMENTARY ENGLISH LEARNER COORDINATOR  
OFFICE 479.784.8182 EXT 3520  
MOBILE: 479.653.7486



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**Britt Humphries** <bhumphri@fortsmithschools.org>  
To: Zena Featherston <zfeather@fortsmithschools.org>

Tue, Jul 21, 2020 at 10:57 AM

I have a meeting for my daughter at 2 over zoom but it usually does not take long and can join when we are done.

On Mon, Jul 20, 2020 at 4:58 PM Zena Featherston <zfeather@fortsmithschools.org> wrote:

[Quoted text hidden]

--  
Britt Humphries, EdS. & NBCT  
Special Education Teacher  
Kimmons Junior High  
Fort Smith Public Schools



**VISION2023**  
FORT SMITH PUBLIC SCHOOLS

---

**Zena Featherston** <zfeather@fortsmithschools.org>  
To: Britt Humphries <bhumphri@fortsmithschools.org>

Tue, Jul 21, 2020 at 11:23 AM

Sure can. z

[Quoted text hidden]

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Last-Attempt-Date: Tue, 21 Jul 2020 15:06:50 -0700 (PDT)

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----- Forwarded message -----

From: Zena Featherston <zfeather@fortsmithschools.org>

To: Christopher Johnson <cjohnson@fortsmithschools.org>, Lori Griffin <lgriffin@fortsmithschools.org>, Charolette Tidwell <cftidwell9793@att.net>, Ken Kupchick <kkupchick@gmail.com>, Alice Alt <alice.alt@usmm.foundation.org>, 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>

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Bcc:

Date: Mon, 20 Jul 2020 16:58:13 -0500

Subject: Vision 2023 Equity Action and Minority Recruitment Teams Meeting

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Thanks much for your consideration, z

--

Zena Featherston Marshall

Executive Director

Communication & Community Partnerships

Fort Smith Public Schools

(479) 785-2501, ext. 1301

(479) 651-0870, mobile

To: zfeather@fortsmithschools.org



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1426626 DNS type 'a' lookup of [usmm.foundation.org](https://usmm.foundation.org) responded with code SERVFAIL

Last-Attempt-Date: Wed, 22 Jul 2020 09:06:03 -0700 (PDT)

Will-Retry-Until: Fri, 24 Jul 2020 08:12:31 -0700 (PDT)

----- Forwarded message -----

From: Zena Featherston <zfeather@fortsmithschools.org>

To: Ken Kupchick <kkupchick@gmail.com>

Cc: Christopher Johnson <cjohnson@fortsmithschools.org>, Lori Griffin <lgriffin@fortsmithschools.org>, Charolette Tidwell <ctidwell9793@att.net>, Alice Alt <alice.alt@usmm.foundation.org>, 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>

Bcc:

Date: Tue, 21 Jul 2020 10:12:19 -0500

Subject: Re: Vision 2023 Equity Action and Minority Recruitment Teams Meeting

----- Message truncated -----

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Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: zfeather@fortsmithschools.org

Wed, Jul 22, 2020 at 9:35 PM



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Final-Recipient: rfc822; [alice.alt@usmm.foundation.org](mailto:alice.alt@usmm.foundation.org)

Action: delayed

Status: 4.4.1

Diagnostic-Code: smtp; The recipient server did not accept our requests to connect. Learn more at <https://support.google.com/mail/answer/7720>

[[usmm.foundation.org 64.74.115.110](https://support.google.com/mail/answer/7720): timed out]

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----- Forwarded message -----

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To: Christopher Johnson <[cjohnson@fortsmithschools.org](mailto:cjohnson@fortsmithschools.org)>, Lori Griffin <[lgriffin@fortsmithschools.org](mailto:lgriffin@fortsmithschools.org)>, Charolette Tidwell <[ctidwell9793@att.net](mailto:ctidwell9793@att.net)>, Ken Kupchick <[kkupchick@gmail.com](mailto:kkupchick@gmail.com)>, Alice Alt <[alice.alt@usmm.foundation.org](mailto:alice.alt@usmm.foundation.org)>, Gordon Manley <[gmanley@fortsmithschools.org](mailto:gmanley@fortsmithschools.org)>, Ryan Gray <[rgray1@fortsmithschools.org](mailto:rgray1@fortsmithschools.org)>, Kathy Haaser <[khaaser@fortsmithschools.org](mailto:khaaser@fortsmithschools.org)>, Britt Humphries <[bhumphri@fortsmithschools.org](mailto:bhumphri@fortsmithschools.org)>, Amanda Butler <[abutler@fortsmithschools.org](mailto:abutler@fortsmithschools.org)>, Karen Vicens <[kvicens@fortsmithschools.org](mailto:kvicens@fortsmithschools.org)>, monica.riley@uafs.edu, Ron Orick <[Ron.Orick@uafs.edu](mailto:Ron.Orick@uafs.edu)>, "Daniel Peña" <[dpena@fortsmithschools.org](mailto:dpena@fortsmithschools.org)>, Jackie Flake <[jflake1@me.com](mailto:jflake1@me.com)>, "Paul E. Davis" <[pdavis@stjamesbc.org](mailto:pdavis@stjamesbc.org)>

Cc: Sherri Penix <[spenix@fortsmithschools.org](mailto:spenix@fortsmithschools.org)>, Martin Mahan <[mmahan@fortsmithschools.org](mailto:mmahan@fortsmithschools.org)>, Terry Morawski <[tmorawsk@fortsmithschools.org](mailto:tmorawsk@fortsmithschools.org)>, Doug Brubaker <[dbrubaker@fortsmithschools.org](mailto:dbrubaker@fortsmithschools.org)>, Darian Layes <[dlayes@fortsmithschools.org](mailto:dlayes@fortsmithschools.org)>

Bcc:

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Zena Featherston Marshall

Executive Director

Communication & Community Partnerships

Fort Smith Public Schools

(479) 785-2501, ext. 1301

(479) 651-0870, mobile

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**Zena Featherston** <[zfeather@fortsmithschools.org](mailto:zfeather@fortsmithschools.org)>

To: Alice Alt <[alice.alt@usmm.foundation.org](mailto:alice.alt@usmm.foundation.org)>

Thu, Jul 23, 2020 at 8:46 AM

Alice,

Here is the introduction to the calendar invite that I just shared with you. z

----- Forwarded message -----

From: **Zena Featherston** <[zfeather@fortsmithschools.org](mailto:zfeather@fortsmithschools.org)>

Date: Mon, Jul 20, 2020 at 4:58 PM

Subject: Vision 2023 Equity Action and Minority Recruitment Teams Meeting

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

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**Alice Alt** <Alice.alt@usmm.foundation>  
To: Zena Featherston <zfeather@fortsmithschools.org>

Thu, Jul 23, 2020 at 9:36 AM

I'm looking forward to joining this Zena! Thanks for the inclusion.



**Alice K. Alt**  
**President**

**United States Marshals Museum Foundation**

[Quoted text hidden]

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**Zena Featherston** <zfeather@fortsmithschools.org>  
To: Alice Alt <Alice.alt@usmm.foundation>

Thu, Jul 23, 2020 at 10:16 AM

Thanks!

[Quoted text hidden]

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**Alice Alt** <Alice.alt@usmm.foundation>  
To: Zena Featherston <zfeather@fortsmithschools.org>

Thu, Jul 23, 2020 at 12:38 PM

Zena, I haven't received a Zoom meeting request from you yet. Will you resend for me please? Thank you!



**AliceZe K. Alt**  
**President**

[Quoted text hidden]

[Quoted text hidden]

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To: zfeather@fortsmithschools.org

Thu, Jul 23, 2020 at 12:58 PM



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[usmm.foundation.org 64.74.115.110: timed out]

Last-Attempt-Date: Thu, 23 Jul 2020 10:58:15 -0700 (PDT)

Will-Retry-Until: Fri, 24 Jul 2020 08:12:31 -0700 (PDT)

----- Forwarded message -----

From: Zena Featherston <[zfeather@fortsmithschools.org](mailto:zfeather@fortsmithschools.org)>

To: Ken Kupchick <[kkupchick@gmail.com](mailto:kkupchick@gmail.com)>

Cc: Christopher Johnson <[cjohnson@fortsmithschools.org](mailto:cjohnson@fortsmithschools.org)>, Lori Griffin <[lgriffin@fortsmithschools.org](mailto:lgriffin@fortsmithschools.org)>, Charolette Tidwell <[ctidwell9793@att.net](mailto:ctidwell9793@att.net)>, Alice Alt <[alice.alt@usmm.foundation.org](mailto:alice.alt@usmm.foundation.org)>, Gordon Manley <[gmanley@fortsmithschools.org](mailto:gmanley@fortsmithschools.org)>, Ryan Gray <[rgray1@fortsmithschools.org](mailto:rgray1@fortsmithschools.org)>, Kathy Haaser <[khaaser@fortsmithschools.org](mailto:khaaser@fortsmithschools.org)>, Britt Humphries <[bhumphri@fortsmithschools.org](mailto:bhumphri@fortsmithschools.org)>, Amanda Butler <[abutler@fortsmithschools.org](mailto:abutler@fortsmithschools.org)>, Karen Vicens <[kvicens@fortsmithschools.org](mailto:kvicens@fortsmithschools.org)>, monica.riley@uafs.edu, Ron Orick <[Ron.Orick@uafs.edu](mailto:Ron.Orick@uafs.edu)>, "Daniel Peña" <[dpena@fortsmithschools.org](mailto:dpena@fortsmithschools.org)>, Jackie Flake <[jflake1@me.com](mailto:jflake1@me.com)>, "Paul E. Davis" <[pdavis@stjamesbc.org](mailto:pdavis@stjamesbc.org)>, Sherri Penix <[spenix@fortsmithschools.org](mailto:spenix@fortsmithschools.org)>, Martin Mahan <[mmahan@fortsmithschools.org](mailto:mmahan@fortsmithschools.org)>, Terry Morawski <[tmorawsk@fortsmithschools.org](mailto:tmorawsk@fortsmithschools.org)>, Doug Brubaker <[dbrubaker@fortsmithschools.org](mailto:dbrubaker@fortsmithschools.org)>, Darian Layes <[dlayes@fortsmithschools.org](mailto:dlayes@fortsmithschools.org)>

Bcc:

Date: Tue, 21 Jul 2020 10:12:19 -0500

Subject: Re: Vision 2023 Equity Action and Minority Recruitment Teams Meeting

----- Message truncated -----

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**Zena Featherston** <[zfeather@fortsmithschools.org](mailto:zfeather@fortsmithschools.org)>

Thu, Jul 23, 2020 at 1:03 PM

To: Alice Alt <[Alice.alt@usmm.foundation.org](mailto:Alice.alt@usmm.foundation.org)>

Here you go:-)

Join Zoom Meeting

<https://fortsmithschools-org.zoom.us/j/5280851521>

Meeting ID: 528 085 1521

One tap mobile

+19294362866,,5280851521# US (New York)

+13017158592,,5280851521# US (Germantown)

Dial by your location

+1 929 436 2866 US (New York)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 528 085 1521

Find your local number: <https://fortsmithschools-org.zoom.us/u/keYhBYzs>

[Quoted text hidden]

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**Mail Delivery Subsystem** <[mailer-daemon@googlemail.com](mailto:mailer-daemon@googlemail.com)>

Thu, Jul 23, 2020 at 8:22 PM

To: [zfeather@fortsmithschools.org](mailto:zfeather@fortsmithschools.org)



## Message not delivered

There was a problem delivering your message to **alice.alt@usmm.foundation.org**. See the technical details below.

[LEARN MORE](#)

The response was:

The recipient server did not accept our requests to connect. Learn more at <https://support.google.com/mail/answer/7720> [usmm.foundation.org 64.74.115.110: timed out]

Final-Recipient: rfc822; [alice.alt@usmm.foundation.org](mailto:alice.alt@usmm.foundation.org)

Action: failed

Status: 4.4.1

Diagnostic-Code: smtp; The recipient server did not accept our requests to connect. Learn more at <https://support.google.com/mail/answer/7720>

[usmm.foundation.org 64.74.115.110: timed out]

Last-Attempt-Date: Thu, 23 Jul 2020 18:22:34 -0700 (PDT)

----- Forwarded message -----

From: Zena Featherston <zfeather@fortsmithschools.org>

To: Christopher Johnson <cjohnson@fortsmithschools.org>, Lori Griffin <lgriffin@fortsmithschools.org>, Charolette Tidwell <ctidwell9793@att.net>, Ken Kupchick <kkupchick@gmail.com>, Alice Alt <alice.alt@usmm.foundation.org>, 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>

Cc: Sherri Penix <спенix@fortsmithschools.org>, Martin Mahan <mmahan@fortsmithschools.org>, Terry Morawski <tmorawsk@fortsmithschools.org>, Doug Brubaker <dbrubaker@fortsmithschools.org>, Darian Layes <dlayes@fortsmithschools.org>  
Bcc:

Date: Mon, 20 Jul 2020 16:58:13 -0500

Subject: Vision 2023 Equity Action and Minority Recruitment Teams Meeting

Good afternoon everyone,

I hope that you might be able to join the Vision 2023 Equity and the FSPS Minority Recruitment Teams to discuss the development of a long-term project to address racism and bias. We have some ideas that we hope will get the conversation started and energy flowing. I will send you a calendar invitation with Zoom credentials for 2 p.m. Thursday July 23. Please let me know if you have any questions.

Thanks much for your consideration, z

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Zena Featherston Marshall  
Executive Director  
Communication & Community Partnerships  
Fort Smith Public Schools  
(479) 785-2501, ext. 1301  
(479) 651-0870, mobile

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Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: zfeather@fortsmithschools.org

Fri, Jul 24, 2020 at 3:53 PM

[Quoted text hidden]

Final-Recipient: rfc822; [alice.alt@usmm.foundation.org](mailto:alice.alt@usmm.foundation.org)

Action: failed

Status: 4.4.1

Diagnostic-Code: smtp; The recipient server did not accept our requests to connect. Learn more at <https://support.google.com/mail/answer/7720>

[usmm.foundation.org 64.74.115.110: timed out]

Last-Attempt-Date: Fri, 24 Jul 2020 13:53:30 -0700 (PDT)

----- Forwarded message -----

From: Zena Featherston <zfeather@fortsmithschools.org>

To: Ken Kupchick <kkupchick@gmail.com>

Cc: Christopher Johnson <cjohnson@fortsmithschools.org>, Lori Griffin <lgriffin@fortsmithschools.org>, Charolette Tidwell <ctidwell9793@att.net>, Alice Alt <alice.alt@usmm.foundation.org>, 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>

Bcc:

Date: Tue, 21 Jul 2020 10:12:19 -0500

Subject: Re: Vision 2023 Equity Action and Minority Recruitment Teams Meeting

----- Message truncated -----