

CWAC Racial Equity Meeting
Wednesday, May 22, 2024
Meeting Minutes

Attendees: Dagene Brown, Cady Landa, Lyman Letgers, Chandler Mattison-Farris, Mari Christopherson, Tandra Clark, Kimberly Richards, Hannah Randall, Sylvia Fonseca, Paula Truitt-Alohan, Keith Smith, Jere Murray, Evelyn Martinez, Heather Dorsey, Yeni Rojas, Lindia Holmes, LaTasha Roberson-Guifarro, Lourdes Rodriguez, Jessica Vazquez Torres

This purpose of this meeting was to listen to brief information sessions from two external stakeholders, The People's Institute for Survival and Beyond and Crossroads, to determine if either organization would be suitable to work with DCFS for the OREP Race Equity Curriculum.

Dr. Kimberly Richards discussed the strategies of The People's Institute for Survival and Beyond (PISAB):

- PISAB is a national, multiracial, anti-racist collective of organizers and educators dedicated to building a movement for social transformation. The aim of PISAB is to undo racism and other forms of oppression by teaching participants how to understand race.
- The workshop process starts an analysis of race by:
 - Looking at class and power from a systemic standpoint through internalized racial superiority and inferiority.
 - Throughout the curriculum, PISAB looks at what it means to do organizing guided by a set of values and principles, such as history, culture, leadership development and accountability, in addition to networking.
- PISAB has worked with every jurisdiction in Texas and discovered that staff's interpretation of policy created disproportionality.

Jessica Vazquez Torres presented the Crossroads Antiracism Organizing and Training via PowerPoint.

- Crossroads' work is driven by the conviction that institutions must be held accountable to those most unjustly impacted by their policies – historical and current – and thus actively work to repair the harm it has contributed to.
- Crossroads partners with institutions to:
 - Equip them with shared language, frameworks, practices, and tools.
 - Assist them in diagnosing how their institutions are structured to uphold white supremacy culture and systemic racism.
 - Support them as they implement strategies aimed at animating antiracist ways of being that result in racially equitable institutional culture and practices.
- Crossroads' approach to antiracism:
 - Facilitate capacity building to equip institutions with shared knowledgebase they need to interrupt inequity.
 - Consult thought partnership by leading institutional equity efforts to offer strategic support and guidance.

- Assessment by equipping institutional leaders with skills and tools needed to internalize antiracist assessment practices in service of formulating and implementing strategies for change that are effective over time.
- Coaching by supporting courage in leaders to develop the personal capacities needed to champion equity in their institutions.

Updates:

- Jasmine Mobley is no longer serving as Co-Chair, therefore the position is vacant.
- Workgroup approved Meeting Minutes from January and February.
- The Allegation 60 workgroup met, and Lyman Letgers will work to set-up a meeting with a stakeholder from Texas regarding their child welfare allegations.
- Evelyn Martinez joined the Allegation 60 subcommittee.

Next Steps:

- Lourdes Rodriguez suggested to include a Clinical Practice staff to both the committee and the workgroup, with emphasis on the Race Equity Curriculum subcommittee, since most youth-in-care and their families are referred to Clinical Services for assessments and recommendations.

Next Meeting: Tentatively scheduled for Wednesday, July 24, 2024 @ 10:00 AM.