

SUPERINTENDENT'S LISTENING AND LEARNING TOUR

Black Family Advisory Council | Tuesday September 14, 2021, 6:00 to 8:00 PM

Participants: Approximately 65 (35 in person (including 15 students); 30 attending virtually)

Language: English

Below is a summary of the feedback from this listening session.¹ It may not reflect the views of all participants and stakeholders district-wide.

What is going well?

- **Current focus around equity (esp. trainings to dismantle systemic inequities)**
- **The Board of Education's Black Excellence Resolution and Know Justice, Know Peace (KJKP) Resolution**
- **Black Family Advisory Council (BFAC) strategic planning**
- **Some progress made towards improving Black student access to Gifted & Talented (GT) services**
- **Superintendent Listening Tour**
- **Efforts and progress with curriculum and student voice (esp. at Dr. MLK Jr. HS)**
- Long Black history in DPS with exceptional Black alumni
- Refugee inclusion
- Parental consultation and participation
- DPS libraries including representative and diverse literature

What needs improvement?

- **Greater Black representation in DPS employment**
- **More support of Black Excellence Plans**
- **More support of KJKP Resolution**
- **Underrepresentation of Black student in GT identification and access**
- **Police and security calls on students and lack of culturally sensitive, compassionate, and appropriate responses that do not criminalize students**
- **Overrepresentation of Black students identified as needing special education services**
- School climate is often toxic for Black educators
- More afterschool activities
- A greater sense of urgency to address these issues
- Services for twice exceptional Black students
- Greater financial transparency
- Teachers union is not representative and not consistently supporting teachers and admin supporting equity.

Advice for Dr. Marrero

- **Ensure Black representation in employment (incl. removing Spanish language requirements for employment² and audits of HR Department)**
- **Support and invest in BFAC**
- **Support and invest in Black students (incl. various student services, using both emergency and permanent funds)**
- **Meet consistently with Black voices (e.g., parents, BFAC, local consultants) and ensure they always have a voice**
- Choose your cabinet wisely
- Utilize exemplary schools (like Dr. MLK Jr. HS) as thought partners and collaborators for systemic earning, not just for photo ops
- Consider developing Black Excellence Plans for central office departments

Notes: The comments with the most mentions during the meeting are listed in bold at the top of each column.

¹The Black Family Advisory Council also provided a more detailed list of responses to these questions prior to the meeting; this more detailed response can be found [here](#).

²The participant did not clarify the employment positions for which Spanish language proficiency were believed to be a requirement

