2019 September 18 MSAAC Meeting

**Questions for the Panel that were not yet addressed** (Typed as close to possible to represent the exact wording, spelling, capitalization, etc. on the index card, and in no particular order):

1. What can you say to parents of young children in Loudoun County who are nervous to send their children of color to school in this county due to the discrimination and racism that many, many families have experienced? How can we show these families that their children will be safe & treated equally?

2. Dr. Williams: Thank you for your leadership and focus on equity. How can you help our Asian/Indian Minority Students through this Equity program? For example: My son worked hard to Play Basket-ball for the School (LCHS) along with his best friends African-American and great white kids. When he tried out, he was “Rejected” all the Four Years. His dream to be the First Indian Kid to play for LCPS (Varsity) Failed. The ONLY option our Asian/Indian Kids have is focus on Academics. This is a Major Issue,since Indian Kids cannot be “Well-Rounded.” By the way we live in Loudoun County for 10 Years, actively involved in PTO, LCPS & serve for DoD (Dept. of Defense).

   Action Item request: Request to Consider Asian/Indian Minority Students included in the LCPS Equity programs. English is a second language for our children too! Our experience as 10 years resident of Loudoun County is, our Asian/Indian Children are NOT provided equal-opportunity/equity in Sports/Performance Arts programs at LCPS to be successful & well-founded and be a great citizens for our great nation!

3. Great to see the Superintendent denounce White Supremacy. Does he know what it entails? How do we teach people what white supremacy means?

4. What are some of the reasons that Loudoun Science & Technology had “0” minority (African American) students and this year there are only 5 students? What is LCPS doing about it?

5. Was the equity report made accessible to school (can’t make out the word), teachers, PTA of LCPS?

6. Given the findings of the assessment, what plans are in place/being developed to address the teachers diversity and training. Specifically, it appears that many teachers in LCPS have limited experiences educating cross-culturally. How is this being addressed if at all?

7. To effect change is necessary
To obtain “good reception (openness to hear)
To our concerns or recommendations
To produce this change.

Bias is one great obstacle I have encountered in being able to even discuss or much less to implement initiatives that would address the many gaps that exist with minority students. Shouldn’t bias training be the first or one of the first steps in our district?

8. How do you protect whistleblowers?

9. What do you do when the principal is too passive regarding issues and high turnover?

10. Many conversations about race focus on black and Latinx youth. Asian American youth face higher rates of bullying and young girls, in particular, have higher rates of suicidal ideation than their racial counterparts. What efforts are you putting in place to include the Asian American community in conversations about race?

11. In reviewing the Equity Report and speak with some teachers there is a fear of losing their Job if they speak up. What can and should be done to Change the Culture that allows Teachers to speak up without fear of Retribution?

12. Will the new policy that identifies measures for accountability after a child has used a racial slur or insult have consequences for the child’s parents/guardians? *We need to ensure parents discourage Hate within their homes too.*

13. There seems to be an “in-the-know” group/mindset. How do we get information out to parents about things that matter such as special education rights or gifted student opportunities? Short and Sweet: Information that matters is hidden. How do we expose disparity?

14. As an addendum/subtask to Recommendation #a:
   a. Is it possible to charter a “citizen” group to address patterns of hate w/in 1 school or 1 section of the county? (Citizen Accountability Team)
   b. Can you publish a quarterly report that trends hate acts & associated punishment? It takes a village to offer solutions until we get our teacher & LCPS Leaders full trained in the area of unconscious bias & effective consequences for hate acts.

15. In what ways are principals responsible for creating the “Culture” in their schools?

16. Oftentimes we pilot programs of change to begin at the elementary level - which is great. However, there isn’t equal piloted programs given at the middle & high school levels. What hope does parents of older students have that they will see change before their students graduate?
17. What is your definition of "student of color"?