

NOTE: Engage email comments are presented as submitted with no grammatical edits or changes.

April 13, 2021

Engage Email Inbox

Alliance for Student Diversity

Current CCSD anti bullying policies are not effective in addressing hate-related offenses or systemic racism within the district. The Nevada Alliance for Student Diversity urges the CCSD board of trustees to collaborate with families, community leaders, and racial justice advocates to develop an anti-racism policy. This policy is long overdue, and the community demands action. No more delays! #WriteThePolicy Nevada Alliance for Student Diversity allianceforstudentdiversity.org 702-776-8812

April 14, 2021

Engage Email Inbox

Kristi Moore

It has come to my attention that an Anti-Racism Policy will be implemented in the Clark County School District. The District has called upon the community to give input as to what we think should be included within this policy. It is my opinion that the cause of each individual student's lack of success must be determined prior to developing any policy. An anti-racist policy should have the goal of decreasing disparities and improving outcomes for all students to be successful: 1. Please do not lower or get rid of objective standards in the name of achieving equality of outcome. Focus on having high expectations so that we don't plant the seeds of the idea of white superiority and black/brown inferiority. 2. Provide supports to address unique needs of individual children such as smaller class sizes, smaller schools, tutoring, resource rooms with resource teachers, counseling and family therapy services, substance abuse classes, 12-step program, and whatever else is required based on the needs of the struggling student. 3. Use the same disciplinary action standards as the private schools in the area. Do not tolerate drug use, bullying, fighting, low grades etc. When it happens provide discipline, determine cause and refer for appropriate resources area. 4. School choice truly would be beneficial for students that attend schools that consistently underperform. Provide counseling services for families to understand their options. 5. Teacher training to identify struggling students and to refer to appropriate resources. Provide teachers with appropriate supports so they can be successful and in turn do their best job possible. Students do their best when held to high expectations and have the appropriate supports in place. If we can address students on an individual basis versus as a group, based on race, it seems that we will address the issues and have better outcomes.

April 14, 2021

Engage Email Inbox

Anna Binder

March's meetings were so much better. The instant feedback is what so many want. The anti-racism policy doesn't seem to be the topic for this style of meetings. Make the virtual ones more like March's pretty please! We have some questions we'd like input back on. Last night was a brutal beat down and by far not an engagement. Just a vent session. We can get that at a board meeting. I will reiterate that we very much appreciate these meetings and hope they continue into the future. We want the meeting on the 1.1B! Anna Marie Binder 702-906-6517
Sent from my iPhone

April 14, 2021

Engage Email Inbox

Clifton Berry

My name is Clifton Berry. I have 4 children. 3 boys and 1 girl. The boys are currently attending schools in the Clark County system and she will be too, soon. Father being first, understanding the word prejudice combats racism. The time is now to cleanse our Education institutions, to systematically re-lay foundations to the roots of what is morally correct and equal. Within the last 5 years I've been membered through a School Organization Team to an Superintendent Advisory committee, while also contributing to grassroots coalitions and multiple media platforms. Prevention of racism can rather than should be reinstituted in policies and laws through our governmental means. Locally to globality, the Educators position must be respected as taught through the learning of vocabulary words. Being morally correct and the accepting of passing honors on-is commonly taught in good parental training, which presents often includes a stable household. Teachings in prevention and awareness of racism can be instructed in Our system of life learnings, but at what age does it begin? At the youngest age, when a child looks and shows emotions of enjoying life; in viewing, reading or speaking words, expressing our appreciation and not judging on a color of skin. Be a good gestured person living to raise children to be better than us. All must come together and be better individuals to surpass racism. Racism is alive because of prejudice. Let's prevent and provide awareness in prejudice, hold accountability in prejudices before it reaches racism. Prevent prejudices in life to combat racism. Policy's need to be reinstituted, loopholes have been used far too often allow the racism. Understanding our leadership could utilize more direction and shared visions. Come together as our people in whole life. Share the respect of living to appreciate one and the other. Give a helping hand when possible and use your eyes, voice, thoughts and gestures in a meaningful way. Thank you for the time and platform allowing me to share an understanding in my vision, yet seeking a position in direction. I would enjoy working and being a part of making a change/difference in suppressing racism in our community. @USSecEdMCardona @GovSisolak @AttyGenAFord @NVLegs @NVSuptEdJhEbert @CountyComms @CCSDBOTs @CCSDSuptJara

April 14, 2021

Engage Email Inbox

Sylvia Lazos

https://drive.google.com/file/d/14F_c9-uca7yW2kBkD0_RYsmD44_L7JR5/view?usp=sharing

https://drive.google.com/file/d/1RKpWaDHq6lQRylpkMpzwuo6V_q_AUFX/view?usp=sharing

Document copies attached.

April 14, 2021

Engage Email Inbox

Sherry Anderson

I have spoken to 2 people that were at the meeting tonight that wanted to speak but did not after watching this group ridicule a speaker. It is truly clear after watching all 3 of these meetings that the interest is not in inclusion, diversity, or debate. All opinions matter as all kids are impacted by decisions that will be made. No one child is more important than another based on their skin color. I grew up fighting for equality and colorblindness; I believe it and taught it to my children. What I saw tonight is just how far backwards and separated we have become. The term "anti-racism" is the equivalent of critical race theory which simply teaches racism and children to be ashamed of their skin color. No one is going to teach my grandchildren that they are racist or should feel guilty for something they do not believe or had any part of simply based on their skin color. **That is not empowering children.** It is abundantly clear after these meetings that input from all sides is not welcome or received. I've received several comments saying I need to "educate" myself; there is no interest in educating anyone including our children. The only acceptable option is to agree. That is not open discussion, it's bullying which does not change minds it simply shuts down any debate. THIS is how people were treated "respectfully" tonight. It is no wonder more people are not speaking up; if CCSD continues to allow this one sided conversation, it will not benefit anyone.

April 14, 2021

Engage Email Inbox

Ashley T

Please see attached letter relating to the Anti-racism Community Input Meeting for your reference. I spoke in-person on 4/14/2021, and was very disappointed how the audience was so disrespectful to someone who had a difference in opinion. I will not let my experience today deter me from speaking from my heart for what I believe is right. Again, thank you for the opportunity to speak, and I hope there will be more Freedom of Speech Enforcement in the near future. Respectfully Ashley T

Good evening and thank you for this opportunity,

Today, I would like to start off by telling you a little about myself and my family. My name is Ashley, I was born and raised here in LV, and I am a stay-at-home mom of two children, ages 4 and 6, that attend school in CCSD. One of my greatest fear is public speaking; however, I attended the in-person meeting yesterday and felt inspired to tell my story along with the others.

I am a White Italian American and I am not a racist. My family's diverse ethnic categories include all walks of life; European, Middle Eastern, Latin, and African American to name a few. I still remember the tears of joy streaming down my face the day my Uncle Armando was nationalized here in LV.

I am a firm believer that tough conversations and educating our youth, in any subject matter, starts at home. I raise my children with a couple mottos in mind; Be nice be kind, mind your manners, life can be hard at times but always beautiful, and 'Same, Same but Different' - a wonderful book provided by CCSD.

I will not allow my children, at any point in their lives, feel that they are oppressors just because they were born white. It saddens me that the actions of the few represent the bunch. I truly believe anti racist policies will further divide us as a people because it is dealing with a topic and not the issue. If you must implement a policy for CCSD staff and administration do so, but don't put this on our kids; they do not see color.

I will leave you with a quote:

"Within each of us there is an intense need to feel that we belong. This feeling of unity and togetherness comes through the warmth of a smile, a handshake, or a hug, through laughter and unspoken demonstrations of love. It come in the quiet, reverent moments of soft conversation and in listening." – William R. Bradford

Respectfully,

Ashley T.

April 14, 2021

In-person submit from Input Meeting

Sarah Comroe

Hello, my name is Sarah Comroe for the record.

I am here as a teacher, as a parent, and as a community member.

I am here to say that we do indeed need an anti-racism and anti-bias policy. But this is already clear. With 6 of the 7 trustees agreeing that we need a policy, I feel that we are heading this correct direction.

I really came here today to say some of the things that I think should be a part of this policy.

I think this policy should be created by the community, specifically by the marginalized groups that have been impacted to the point of needing this policy. I am talking about community members, and not your "regulars" that are already connected to the district through various committees, programs, and groups. I am talking about every day, average community members. Parents, teachers, extra-curricular program leaders, coaches, and most importantly STUDENTS. There should be members of this group from a diverse spectrum of peoples that can speak from a place of experiencing bias. This should include members of different BIPOC cultures, Neurodiversities and differently abled, and members of the LGBTQIA+ community.

I think this policy should include things like consequences for racist and bias actions, training for staff, and a segment on creating diverse curriculum. The consequences should always include education for those involved in a situation that requires the use of this policy. The training should not be cookie cutter trainings where we click through a video just to check a box. They should be in person, participation required. It is pounded into educators DO NOT JUST TALK AT YOUR STUDENTS. ENGAGE THEM. Yet all of our trainings are just direct instruction. It makes no sense. This needs to be different. Within this training, we should be taught how to create diverse and engaging curriculum, and teach from a variety of perspectives, not just Neurotypical, Cis-Het, White, Male perspective.

Yesterday, a young man, a teacher, said that he was not allowed to teach about white privilege in his class, the admin told him it was too sensitive a subject. My 11th and 12th grade students are begging to talk about this. They want to engage in conversation with their peers about the huge difference between the BLM protests at the capital, and the insurrection at the capital. My Deaf students are trying to process what happened to Dre Hollingsworth, a Deaf Black mother in North Las Vegas that was handcuffed, her 11 year old daughter forced to interpret for her just last week. We should be taught ways to work through situations that are happening in this country (and in our own backyard) right now with our students, that are culturally sensitive and supportive of our BIPOC, LGBTQIA+, Differently Abled, and Neurodiverse students.

Many parents that are against this policy are saying "send them back full time! They NEED to be in school! It is such a huge part of their lives, and shapes them to be the future!" and in the same breath are shouting that these topics are not the business of schools to teach. If schools and education are such a huge part of what shapes our children (and it is), how are we shaping them if we are not making sure that they have a robust and full understanding of the community they live in and appropriate ways to interact with people that might be different from them?

This policy needs to be upheld, from our students, to our site based staff, to our central offices, to our transportation staff, to our trustees. I have so much more to say about this policy, but I am sure I am nearly out of time. So I will leave with this, don't just WRITE THE POLICY, have our community come together to write the policy.

April 15, 2021

Engage Email Inbox

Megan Zaehringer

Anti-racism is always a good thing, how it is implemented, however, may not be. Over the past year, children in CCSD did not have the same opportunity as children in other states or even children attending charter or private schools within our own state. To me, this is an example of systematic racism. This could be mitigated by allowing families to have control over funds to use at the public, chartered, or private school of their choice. While I am in favor of creating equal opportunity for all students and a comfortable place to learn, I do not support social projects similar to and including Critical Race Theory. My 10 year old son plays on a soccer team and has developed a friendship with a teammate whos skin tone could not be more different from his own. If we implement ideas of white supremacy or anything other than merit based achievement into our schools, it would only result in creating a racial divide and prevent these natural friendships from forming. There are people of every race that struggle and we should be helping those that need it. Assuming a hardship based on race not only reinforces a negative stereotype, but also doesn't solve the problem as we would just be substituting students from one race needing assistance and not getting it to another race with the same problem. In summary, I am for helping all students (of all colors), that have similar hardships or life challenges. Curriculum or policies based on a persons race, I m against. i think a commonality that we all have is that racism should not be tolerated in our schools; the divided only comes in with concerns over the controversial Critical Race Theory or any other race dividing program disguised as an anti-racism program. Thanks! Megan

April 15, 2021

Engage Email Inbox

Tricia Coblenz

Thank you for having an open forum for input into the district's Racism Policy. I attended T night's meeting at LVA but (besides being totally nervous) did not want to interrupt the personal testimonies being shared. I do not have a personal testimony beyond being concerned with some Critical Race Theory influence being felt in my daughter's history class at Arbor View. My daughter is going to talk to her teacher first, and if there is no evidence given

for what has been said (“this woman in this interview is probably racist, and probably doesn’t know it”, “systematic racism persisted past the economic boom of the late 1990s, preventing black people from gaining wealth”, “schools are more racially segregated now than they were in the 1970s”, “gun ownership and domestic terrorism are often connected with Christianity and white supremacy”), then we will take the matter to Principal McPartlin. I was concerned about the title of the community meeting, “Anti-Racism”, because as the man in the brown sport jacket said, that is a term related closely to Critical Race Theory. To be “anti-racist”, in CRT terms, goes beyond being against racism. It involves forcing students to proclaim, if you are white, that you are always an oppressor of all other races, even if you do not mean to be. About two months ago there was legal action taken against a LV private school because a student got a failing grade in his Sociology class because he would not proclaim this. So last month I emailed Principal McPartlin and asked what AVHS’s stance was on Critical Race Theory and systematic racism being taught in AVHS’s classrooms, and he said that AVHS was the pilot program for CRT. Concerned, I called the district and was able to speak with Brandon Muller, who said that Principal McPartlin probably did not understand what I was asking, that CRT was just a theory, and that there were no plans to implement it into the district’s curriculum. Did you name the community meeting “Anti-Racism” to promote CRT, or do you just mean “Policies Addressing Racism”? CRT says that all white people are taught to be racist from birth, which is, in itself, racist. I hope that this is not the direction that CCSD is going. I certainly did not hear anything at the meeting that led me to this conclusion. What I heard was parents wanting policies put in place to define racism and reactions to it, so that teachers and students know where they stand. Teachers educated, students protected. That sounds good to me. I would urge you, as you put together your policies, to avoid any language that lumps all students of one skin tone together. All whites are not alike (some are racist, some are not), and all people of color are not alike. I encourage you to make policy that looks at each case individually to see if racism was a component or not. And to define racism clearly so that everyone knows what the “rules” are. When we moved from CA to Vegas, almost everyone told us not to do it because the school system was terrible. Our 3 kids have gone to Scherkenbach, Cadwallader, LVA, and now AVHS. We have been pleased with the education and the district’s kind response to COVID, especially Principal McPartlin’s leadership. I hope that our freshman at AVHS can continue on and graduate from there. But we will pull our kids out if more statements are made, without evidence, like those I shared at the beginning of this email. Thank you, Tricia Coblentz

April 15, 2021

Engage Email Inbox

Multiple Parents

Anti-racism program (unless EVERY single race is included and protected) is racist itself and has no place in America and it's school system. To prioritize one race and to exclude/leave any other out is what racism IS. CCSD should be aware that anti-racism agenda is a part of

Marxism, designed to divide and conquer. The same Marxism that failed and demolished every country/culture/nation it ever touched. We strongly feel that our children should not be indoctrinated with this cancerous propaganda and should be taught to recognize and except every race as a HUMAN race, no matter what color!! This concept will UNITE vs divide. Our children should be also taught independent free thinking. They should learn about American Exceptionalism and dangerous consequences of propaganda. If implemented anti-racist program will drive large numbers of parents to withdraw their students from CCSD. Sincerely,
Signed by parents, Shelly McMillan-Gossinski, Henry Connelly, Isaiah Thomatillo, Taquisha Rice, Heather Cox, Jose Alvarez, Monique Sloane, Duane Brown

April 15, 2021

Engage Email Inbox

Parent - Requested name and personal information be omitted from the comment

CCSD needs to be absolutely clear with the community regarding what is and is not being considered in an anti-racism policy. --I'm seeing too many social media comments veering off into speculation. **Communicate the intention.**

I intended to share this during 3/13's meeting, but anxiety had the best of me.

I've been out of K-12 education for almost 20 years now and racially motivated and targeted hate have plagued our public education system for far too long. We are past due in implementing a policy which *properly* protects our students and staff.

- A kindergartner cried while begging her mom for sunglasses after classmates spent their recess taunting her with their fingers to the sides of their face to lift and stretch the corners of their eyes.
- A 1st grade student told a group of kids at a birthday party not to be friends with "the Chinese girl" because she'd eat their dogs if they were. --The "Chinese" girl's mom had her leave early when the racial taunts ensued.
- A 3rd grade teacher had an obvious dislike for a well-performing, well-behaved student and too often lined her class up by playing a game of "differences" and "similarities". Without fault, the only student with black hair was always called last. --one time it was, "If you have slanted eyes" (when all but 1 student was in line).
- A middle school teacher refused to assist a struggling student with a math problem telling her "It's in your DNA, you shouldn't need help".

- A high-school history teacher openly used the word "Jap" while claiming Japanese-Americans willingly relocated into incarceration camps for *their* protection during WWII.
- A high school student with a confederate flag on the roof of his truck always felt the need to jump in front of a specific student in the hallways to yell "Booom!!! Hiroshima!!" directly in her face.
- Another high school student would always "dance" in front a specific student while pointing to his face claiming he had no eyebrows in a mockingly Asian accent. —the first time, he explained it was a "joke" about nuclear fall-out from Hiroshima.
- A truck with a confederate flag slowed to call a student "Chun-Li" as a cup filled with liquid was hurled at her... he drove past at first, but made a u-turn to do so...
- A high school girl was sexually assaulted by 2 classmates because evidently some believe the shape of someone's eyes indicates their anatomy is different... —One said, "I want to see if your pussy is sideways." The other claimed, "I never had a Chinese."...

...Please know these incidents are NOT from within CCSD. Rather, a small selection of personal testimony to attest that racially motivated incidents are traumatic and linger for lifetime.

We all know some "jokes" and targeted hate motivated bullying can escalate into violence, and I only wish an organization like No Racism in Schools #1865 was around in my small rural hometown of the inland northwest during the time I went to school.

Freedom to hate and be racist is one thing, but there should never be freedom from consequences within our education system.

Staff members need to know how to handle incidents and report them with clarity and we need data to identify any pattern of behavior perpetrated by staff members. Thank you

April 19, 2021

Engage Email Inbox

Tiffany Pickering

Good Afternoon, I went to both in person meetings with my sister Ashley Tewey. On the second day my sister spoke and gave her option on this matter. Unfortunately, I was extremely disappointed in the way my sister was treated by the crowd. I was expecting someone on the panel to ask the audience to give her some respect and let her speak, but that did not happen. My sister left that meeting in tears. I guess if you have a different option then it justifies a complete lack of respect, very sad.

April 23, 2021

Engage Email

Koe Mescalm Urova Gudwin

Anti-racism program (unless EVERY single race is included and protected) is racist itself and has no place in America and it's school system. To prioritize one race and to exclude/leave any other out is what racism IS. CCSD should be aware that anti-racism agenda of CRT is a part of Marxism, that creates victim groups and designed to divide and conquer. The same Marxism that failed and demolished every country/culture/nation it ever touched. We strongly feel that our children should not be indoctrinated with this cancerous propaganda and should be taught to recognize and except every race as a HUMAN race, no matter what skin color!! This concept will UNITE vs divide. Our children should be also taught independent free thinking. They should learn about American Exceptionalism and dangerous consequences of Marxist propaganda. If implemented anti-racist program will drive large numbers of parents to withdraw their students from CCSD. Sincerely, Koe Mescalm Urova Gudwin

April 13, 2021

Community Input Meeting

Various Speakers - Sample Quotes

"We need an anti-racism policy to clearly define what racism is, what anti-blackness is, what implicit bias is and that way we can report these instances of racism, anti-blackness and implicit bias within our classrooms."

"Anti-racism is as basic to humanity, an anti-racism policy would proactively limit CCSD of liability by holding all stakeholders accountable" "Black educators here in CCSD are also in need of an anti-racism policy, in communications, in leadership and administration, in curriculum and instruction, in training and professional development, in hiring practices and in policy implementation and enforcement."

"I'm asking that you write the policy and that the policy must be written by the marginalized populations that the policy will serve."

"To end racism in Clark County School District, the first thing we need to do is stop treating women, blacks and Mexicans like they are too stupid to do their job right."

"Help us create a policy that is going to be equity for everyone."

"Bring together the community to resolve these issues, make a pledge to part of ending racism."

"There needs to be a community coalition that consist of a member that represents every community, Asians, blacks, white, Hispanics, you name it, they need to be at that table to give input."

"Get that equity and diversity department fully staffed to be able to get this district together."

"Providing a clear and accurate definition of racism for consumers of this policy, devising a plan for dissemination, appointing an anti-racist committee or point person, coupling equity anti-racist policy with other schools and district wide policies and partnering with external organizations."

"The community needs to work with the leaders to build the policy."

"We also need to include the hiring of black educators of brown educators because we don't have any, how are our students supposed to feel comfortable in their learning environments when they don't have a black educator or brown educator to look up to."

"This was her first experience being into school kindergarten and she is being spit on, her hijab being pulled off, and being bullied by a teacher, this is your school district, this is what's going on."

"The way that black young men and women are trated, they are harassed by dress code when the other students are wearing the exact same thing; or being disrespectful for asking the same questions other students ask; or being aggressive when they take the same stance other typical teenagers take."

April 14, 2021

Community Input Meeting

Various Speakers - Sample Quotes

"This policy needs to be upheld from our students to our sight lead staff, to our central offices, to our transportation staff to our trustees."

"Everyone should know what does it means to be anti-racist and so I would suggest that the district invest in the book How to be an Anti-Racist by Ibram X. Kendi."

"Invest in recruiting, supporting and retaining more African American teachers."

"Our students do not feel protected when it comes to racism and hate."

"Asians often do get overlooked because they tend to do well in academics. It's in the culture, education is so important over there, but that doesn't mean they are always doing well."

"I have the privilege of serving undocumented youth and many who cannot come forward and not talk about their status, many who come and live in mix status families, what is this anti-racist policy going to do to protect them."

"Why are children being pepper sprayed?"

"Racism is taught it's a learned behavior, and some kids are bringing that from home and into our schools."

"If I could provide a suggestion, the book From Here to Equality by Dr. William A. Darity and Kirsten Mullen."

"With colleges HBCUs, I'm going to be going to an HBCUs now I'm at CSN right now and going to be transferring in the summertime but when I been talking to my college counselors nobody ever brought that up to me."

"I am a firm believer that tough conversations and educating our youth, starts at home."

"My daughter was targeted because of her hair, my daughter has been called a monkey, my daughter has been told go back to Africa when she is beating the white kids on the basketball court."

"Please dedicate that to a full staff of the Equity and Diversity department, you got a lot of money coming, that's where it needs to go along with a diverse staff of CCSD that represents Clark County's diverse community."

"Stop ignoring us when we protest about our fear of the police and being pepper sprayed or the discomfort and pain of watching my fellow black and brown students getting continually discriminated against."

"They have weapons such as guns, but why do we need to use guns against students, we are scared."

"In CCSD pepper spray is being used on students, even on elementary students and when we looked at the data who are the groups that are being pepper sprayed the most. Black students come out at the top, brown students come in second."

"We have teachers coming from all different backgrounds and I think it would be helpful if they were all on the same page when talking about race and given some training and guidance in this area."