

Talbot Family Network Racial Equity Committee

MEETING NOTES

Monday, March 1, 2021 1-2pm via Zoom

Attending: Marlene Thomas, Jazmine Gibson, Linda Webb, Estela Ramirez, William Johnson, Jeanine Beasley, Samantha Martinez, and Nancy Andrew.

1. FY22 NOFA

- a. 3 themes / lenses
 - i. Race Equity
 - ii. ACES
 - iii. Research-Based Practice
- b. FY22 funding is noncompetitive
- c. Talbot Mentors has indicated that they will not request TFN funding for FY22. They will continue services to children of incarcerated parents with other funds raised and in the context of their exploration of the root cause of systemic racism and its impact. For FY21, they were awarded \$62,856.

2. Racial Equity Programming Discussion

These ideas were discussed during the meeting:

- a. **Expand facilitator training** as provided in Fall 2020 with Dr. Tara Doaty.
 - i. With more facilitators, additional Conversations on Race could be run (last two months have had wait lists for attendance).
 - ii. Train facilitators within the TFN funded agencies/programs.
- b. **Fund racial equity assessments and targeted training** for committed organizations/ agencies (committed to be defined).
 - i. Offer to TFN funded agencies/programs and other community entities.
- c. **Offer more audience / industry specific racial equity training**
 - i. For example, healthcare or courts / law enforcement / probations / corrections
 1. William explained that while staff in probations/ corrections, etc. are required to complete a set number of training hours that training must be approved by MD Police and Correction Training Committee. Unclear of an outside group like TFN could become an approved training provider.
 2. Jeanine will help explore a training partnership opportunity through the Mobile Crisis Response Team.

- d. **Planning funds** to develop a strategic and coordinated racial equity training plan that reaches a broad audience across the community.
 - i. May involve community surveying and/or surveys of the individuals served by TFN funded programs.
- e. **Engaging youth** (middle and high school age); this could be a Talbot initiative and/or over time coordinated with other county LMBs. The process might include:
 - i. Survey – Plan – Act
 - 1. Surveying youth.
 - 2. Identifying and training youth facilitators.
 - 3. Hosting youth focus groups.
 - 4. Plans to be developed and implemented based on input gathered from surveys and focus groups.
 - ii. Facilitating Youth Conversations on Race

Submitted by: Nancy Andrew