



## TASK FORCE ON RACE AND CULTURE

Monday, September 25, 2017, 9:00 a.m.

Oak Hall, Deborah Beggs Moncrief Garden Center, 3220 Botanic Garden Boulevard, Fort Worth, Texas 76107

### Co-Chairs

Lillie Biggins

Rabbi Andrew Bloom

Rosa Navejar, Presiding

Bob Ray Sanders

### Members

Charles Boswell  
Walter Dansby  
Robert Fernandez  
Miriam Frias  
Robert Goldberg

Yolanda Harper  
Bishop Mark Kirkland  
Nima Malek  
Rattana Mao  
Arturo Martinez

Roxanne Martinez  
Judy McDonald  
Terri Mossige  
Cory Session  
Katie Sherrod

Ty Stimpson  
Jennifer Trevino  
Monica Vasquez  
Rev. Tim Woody

### Staff

Fernando Costa, Assistant City Manager  
Angela Rush, Human Relations Administrator  
Mary Kayser, City Secretary  
Laetitia Brown, Senior Assistant City Attorney

## AGENDA

### Opening Business: 9:00 – 9:45 a.m.

1. Call to Order Rosa Navejar, Presiding Co-Chair
2. Opening Remarks Co-Chairs
3. Approval of Minutes from August 28 Task Force Meeting All
4. Briefing on Community Conversations Fernando Costa  
Estrus Tucker
5. Briefing on Conversations among City Officials Fernando Costa
6. Discussion of Arrangements for October 2 Town Hall Meeting Michelle Gutt  
Estrus Tucker

### Small Group Discussions, Part I: 9:45 – 11:45 a.m.

7. Engagement Practices that Advance our Mission and Vision Estrus Tucker
8. Discussion Questions All
  - a. Think of a time in your life when your experience with a person of a different race or culture was positive, affirming, or inspiring. What were the details? What did you learn?
  - b. Think of a time in your life when your experience with a person of a different race or culture was insulting, disrespectful, or infuriating. What were the details? What did you learn?

Lunch Briefings: 11:45 a.m. – 1:00 p.m.

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| 9. Briefing on The Other Fort Worth                                                              | Charles Boswell    |
| 10. Briefing on Coleman and 3-E Reports about Fort Worth<br>Police Department and Race Relations | Valerie Washington |

Small Group Discussions, Part II: 1:00 – 3:15 p.m.

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| 11. Lay-it-on-the-Line Exercise                                                                     | Estrus Tucker |
| 12. Discussion Questions                                                                            | All           |
| a. Are racism and lack of cultural awareness important issues in Fort Worth, Texas? Why or why not? |               |
| b. What are the most important resources in advancing racial equity and cultural awareness?         |               |

Closing Business: 3:15 – 4:00 p.m.

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| 13. Future Meetings                                                                                                                                                                                                   |              |
| a. First town hall meeting: Monday, October 2, 6:30 p.m. at First Presbyterian Church, 1000 Penn Street                                                                                                               |              |
| b. Monthly meetings                                                                                                                                                                                                   |              |
| (1) Monday, October 16, 5:00 p.m. at Bob Bolen Public Safety Complex, 501 West Felix Street                                                                                                                           |              |
| (2) Monday, November 20, 5:00 p.m. at BRIT, 1700 University Drive                                                                                                                                                     |              |
| (3) Third Monday of each month from December through July, 5:00 p.m. at Deborah Beggs Moncrief Garden Center                                                                                                          |              |
| c. Second town hall meeting: January (date, time, and location to be determined)                                                                                                                                      |              |
| d. Another full day or two half-day sessions focused on the role and impact of a well-designed “Racial Equity Plan” tailored to the needs and opportunities of Fort Worth (date, time, and location to be determined) |              |
| 14. Closing Remarks                                                                                                                                                                                                   | Co-Chairs    |
| 15. Adjournment                                                                                                                                                                                                       | Rosa Navejar |

*Mission: To listen, learn, build, and bridge in order to create an inclusive Fort Worth for all residents.  
Vision: Fort Worth will become a city that is inclusive, equitable, respectful, communal, and compassionate.*

City Council quorum: A quorum of the City Council may be attending the September 25, 2017, meeting of the Task Force on Race and Culture for information-gathering purposes, but will not be deliberating or voting upon any matters on the agenda.

Accommodation of persons with disabilities: The Deborah Beggs Moncrief Garden Center and Oak Hall are wheelchair-accessible. Persons with disabilities who plan to attend this meeting and who may need accommodations, auxiliary aids, or services such as interpreters, readers, or large print are requested to contact the City’s ADA Coordinator at (817) 392-8552 or e-mail [ADA@FortWorthTexas.gov](mailto:ADA@FortWorthTexas.gov) at least 48 hours prior to the meeting so that appropriate arrangements can be made. If the City does not receive notification at least 48 hours prior to the meeting, the City will nevertheless make a reasonable attempt to provide the necessary accommodations.

## FIVE HABITS OF THE HEART THAT HELP MAKE DEMOCRACY POSSIBLE

Parker J. Palmer, *Healing the Heart of Democracy*

*"Heart is a word that reaches far beyond our feelings. It points to a larger way of-knowing-of receiving and reflecting on our experience-that goes deeper than the mind alone can take us. The heart is where we integrate the intellect with the rest of our faculties, such as emotion, imagination, and intuition. It is where we can learn how to 'think the world together,' not apart, and find the courage to act on what we know." "Habits of the heart" are deeply ingrained ways of seeing, being and responding to life that involve our minds, our emotions, our self-images, our concepts of meaning and purpose in life. These five taken together are critical to sustaining a democracy. ~Parker J. Palmer*

### **1. An understanding that we are all in this together.**

We humans are a profoundly interconnected species-entwined with one another and with all forms of life. We must embrace the simple fact that we are dependent on and accountable to one another.

### **2. An appreciation of the value of "otherness."**

Thinking of the world in terms of "us" and "them" is one of the many limitations of the human mind. The good news is that "us and them" does not need to mean "us versus them." Hospitality is premised on the notion that the stranger has much to teach us.

### **3. An ability to hold tension in life-giving ways.**

Our lives are filled with contradictions-from the gap between our aspirations and our behavior to observations and insights we cannot abide because they run counter to our convictions. If we fail to hold them creatively, these contradictions will shut us down and take us out of the action. But when we allow their tensions to expand our hearts, they can open us to new understandings of ourselves and our world. The genius of the human heart lies in its capacity to use these tensions to generate insight, energy, and new life.

### **4. A sense of personal voice and agency.**

Insight and energy give rise to new life as we speak and act, expressing our version of truth while checking and correcting it against the truths of others. But many of us lack confidence in our own voices and in our power to make a difference. We grow up in educational and religious institutions that treat us as members of an audience instead of actors in a drama, and as a result we become adults who treat politics as a spectator sport.

### **5. A capacity to create community.**

Without a community, it is nearly impossible to achieve voice: it takes a village to raise a Rosa Parks. Without a community, it is nearly impossible to exercise the "power of one" in a manner that multiplies. The steady companionship of two or three kindred spirits can kindle the courage we need to speak and act as citizens.

## CIRCLE OF TRUST GUIDELINES

*The Circle of Trust® approach used by the Center for Courage & Renewal follows guidelines that help people create safe space to nurture personal and professional integrity and the courage to act on it. Here are a few key practices that have helped many people develop and practice life-giving habits of the heart through respectful, honest and often transformational dialogues.*

### PRACTICES (TOUCHSTONES)

**1) *We speak our truth in ways that respect other people's truth:***

Our views of reality may differ, but speaking one's truth does not mean interpreting, correcting or debating what others say. Speak using "I" statements.

**2) *We commit to no fixing, advising, "saving" or correcting:*** Everything we do is guided by this simple rule, one that honors the primacy and integrity of each speaker. When we are free from external judgment, we are more likely to have an honest conversation with ourselves and learn to check and correct ourselves from within.

**3) *We suspend our judgments & identify our assumptions:***

By creating a space between judgments and reactions, we can listen to the other and to ourselves more fully and thus our perspectives, decisions and actions are more informed. By identifying our assumptions we can set them aside and open our viewpoints to greater possibilities.

**4) *We ask honest, open questions to "hear each other into speech:"*** Instead of advising each other, we learn to listen deeply & ask questions that help others hear their own inner wisdom more clearly. As we learn to ask questions that are not advice in disguise, that have no other purpose than to help someone listen to their inner wisdom, all of us learn & grow.

**5) *We turn to wonder when the going gets rough:***

If you feel judgmental, or defensive, ask yourself, "I wonder what brought her to this belief?" "I wonder what he's feeling right now?" "I wonder what my reaction teaches me about myself?" Set aside judgment to listen to others— and to your self— more deeply.