

From: [Danielle Lueking](#)
To: [Kevin F. Gilbert](#)
Cc: [Kevin F. Gilbert](#); [Danielle Lueking](#); [Pamela Johnson](#); [Brian W. Bassett](#); [Joshua P. Wasilewski](#)
Subject: Re: New MPRA request 2021-098 submitted
Date: Thursday, December 17, 2020 10:32:38 AM

Good morning,

As a follow-up to the MPRA below, the requester decided to move forward with the emails pulled. I have finished review/redaction and will be sharing the results with all of you copied here shortly. I wanted you each to have a heads up, but also give you an opportunity to take a look and let me know if you have any concerns with the content - I only saw need for redaction of cell phone numbers and one login ID/password. There is a lot of repeat content (sorry our system only pulls in chains).

I plan to finalize our response and send these out next week. Thank you!

Danielle Lueking
Legislative and Legal Affairs Officer
Danielle_Lueking@hcps.org
410-313-6820

Howard County Public School System
Office of General Counsel
10910 Clarksville Pike,
Ellicott City, MD 21042
www.hcps.org

From: Brian W. Bassett <brian_bassett@hcps.org>
Sent: Tuesday, October 27, 2020 1:04 PM
To: Danielle Lueking <Danielle_Lueking@hcps.org>; Kevin Gilbert <Kevin_Gilbert@hcps.org>
Subject: Re: New MPRA request 2021-098 submitted

Here's the application with all answers submitted.
<https://docs.google.com/document/d/1f171IbdaFT-VNymDQWz2MygklemTCh3dL77rq-Cn8B/edit?usp=sharing>

Brian Bassett
Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcps.org
410-313-1505 (w)
[REDACTED]

From: Danielle Lueking <Danielle_Lueking@hcps.org>
Sent: Tuesday, October 27, 2020 1:02 PM
To: Brian W. Bassett <brian_bassett@hcps.org>; Kevin Gilbert <Kevin_Gilbert@hcps.org>
Subject: Re: New MPRA request 2021-098 submitted

Good afternoon,

I re-ran the search with the staff you indicated would be involved with the HCPS application - not including Board members since per our discussions that was limited to staff. The volume will still require a time/cost estimate to move forward. Given that, what would be involved in pulling the application materials requested under #3 so I can include in my estimate? Once pulled, assuming the materials are ok to release (since they were already submitted to an outside organization)? Or do you believe we will need to include time to review the content for exemptions under the MPRA?

Thanks!

Danielle

From: Brian W. Bassett <brian_bassett@hcps.org>
Sent: Friday, October 16, 2020 2:02 PM
To: Danielle Lueking <Danielle_Lueking@hcps.org>; Kevin Gilbert <Kevin_Gilbert@hcps.org>
Subject: Re: New MPRA request 2021-098 submitted

Wow I wonder what else could have turned up? I would think that the three of us and perhaps Jahantab and Karalee. Also the other members of the team - Kendra Johnson, Nancy Thompson and Joshua Wasilewski. I can't think of any others. Board members?

Brian Bassett
Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcps.org
410-313-1505 (w)
[REDACTED]

From: Danielle Lueking <Danielle_Lueking@hcps.org>
Sent: Friday, October 16, 2020 1:59 PM
To: Kevin Gilbert <Kevin_Gilbert@hcps.org>
Cc: Brian W. Bassett <brian_bassett@hcps.org>
Subject: Re: New MPRA request 2021-098 submitted

Hi Kevin and Brian - when I ran a search of our whole email system for "Bridges Collaborative" it came back with several hundred hits. Assuming these are not all going to be related/about the application, if I narrowed it to potential mailboxes for staff who would have been involved in that application would that be you two and the Superintendent? Anyone else I should include?

Thanks,
Danielle

From: Kevin Gilbert <Kevin_Gilbert@hcps.org>
Sent: Wednesday, October 14, 2020 11:10 AM
To: Danielle Lueking <Danielle_Lueking@hcps.org>
Cc: Brian W. Bassett <brian_bassett@hcps.org>
Subject: Re: New MPRA request 2021-098 submitted

Got it.

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcps.org
410-313-1542
Pronouns: He, Him,His

"... it is not enough to be non-racist, we must be antiracist."
-Angela Davis

"... Never, ever be afraid to make some noise and get in good trouble, necessary trouble."
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone

Sent from my iPhone

On Oct 14, 2020, at 10:57 AM, Danielle Lueking <Danielle_Lueking@hcps.org> wrote:

No need to pull emails - I can do that in our system which makes it easier/reduces duplicates, etc.

I may need to determine how we set up search parameters, will be back in touch on that.

Danielle

From: Kevin Gilbert <Kevin_Gilbert@hcps.org>
Sent: Wednesday, October 14, 2020 10:36 AM
To: Brian W. Bassett <brian_bassett@hcps.org>
Cc: Danielle Lueking <Danielle_Lueking@hcps.org>
Subject: Fwd: New MPRA request 2021-098 submitted

Hi Brian

Please scroll down to see the ask of the MPRA.

Danielle, I will send you my emails and Brian will forward you what he has. Remind me, do I just forward to you or make pdf copies?

Kevin

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcps.org
410-313-1542
Pronouns: He, Him,His

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-Rep. John Lewis

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Sent from my iPhone

Begin forwarded message:

From: Danielle Lueking <Danielle_Lueking@hcps.org>
Date: October 13, 2020 at 12:19:22 PM EDT
To: Kevin Gilbert <Kevin_Gilbert@hcps.org>
Subject: Re: New MPRA request 2021-098 submitted

Hi Kevin,

The MPA request is at the bottom of this chain. Do you have the application materials submitted to this program? Additionally, they have asked for "a list of HCPSS employees involved in the initial idea, discussion and decision to apply for membership in The Bridges Collaborative" - but note, if no such list exists we are not required to write one/provide.

I can do a search of @hcpss emails, depending on the breadth we may need to discuss who would have such emails regarding the application or if I need to do a systemwide search. I may also need to go back to the requester for search parameters if it's unclear how we would identify those "regarding" the application?

Let me know if you want to discuss via phone. We would have an initial response due 10/26.

Danielle

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Tuesday, October 13, 2020 11:12 AM
To: David K. Lerner <David_Lerner@hcpss.org>
Cc: William J. Barnes <William_Barnes@hcpss.org>; Danielle Lueking <Danielle_Lueking@hcpss.org>
Subject: Re: New MPA request 2021-098 submitted

This is me. Dr. Martinano asked me to lead a group as part of this cohort. What is the ask?

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin.gilbert@hcpss.org
410-313-1542
Pronouns: He, Him, His

"... it is not enough to be non-racist, we must be antiracist."
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-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone

Sent from my iPhone

On Oct 13, 2020, at 9:54 AM, David K. Lerner <David_Lerner@hcpss.org> wrote:

I am not aware of The Bridges Collaborative and have no information about it or any application for membership in it.

Dave

David Lerner
Chief Human Resources and Professional Development Officer
Howard County Public School System
410-313-7498

From: "William J. Barnes" <William_Barnes@hcpss.org>
Date: Tuesday, October 13, 2020 at 9:51 AM
To: Danielle Lueking <Danielle_Lueking@hcpss.org>
Cc: "David K. Lerner" <David_Lerner@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Subject: Re: New MPA request 2021-098 submitted

Good morning Danielle,

I have reached out to my entire team and we are not familiar with the work referenced in this request. This is a progressive, equity-oriented organization. I am copying Dave Lerner and Kevin Gilbert to see if they know more.

I am sorry that I cannot help with this request.

Bill

Bill Barnes
Chief Academic Officer - Howard County Public School System
410-313-6688
@billbarnes
<[image001.jpg](#)>

From: Danielle Lueking <Danielle_Lueking@hcpss.org>
Date: Tuesday, October 13, 2020 at 9:30 AM
To: William Barnes <William_Barnes@hcpss.org>
Subject: Fw: New MPA request 2021-098 submitted

Morning Bill,

See below - who should I work with for the application materials requested? I would also need to determine if a listing of the involved staff exists, but remember we are not required to create one if it does not.

We would have an initial response due 10/26 - I am available to discuss via phone if needed as well.

Thanks!
Danielle

From: Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>
Sent: Monday, October 12, 2020 9:56 AM
To: Danielle Lueking <Danielle_Lueking@hcpss.org>
Subject: Re: New MPA request 2021-098 submitted

Bill Barnes will be able to point you to a person.

K

Sent from my iPhone

On Oct 12, 2020, at 9:22 AM, Danielle Lueking <Danielle_Lueking@hcpss.org> wrote:

Hi Karalee,

Can you help point me to the right person for the MPA below - I went to the website he provided and it lists HCPSS in a 2020 cohort for this program on integration and equity in schools, but not a specific staffer/département. Wondering who I would reach out to within HCPSS for the application materials if you are familiar with it?

Thanks!

Danielle

From: mpia_requests@hcpss.org <mpia_requests@hcpss.org> on behalf of MPA <mpia_requests@hcpss.org>
Sent: Monday, October 12, 2020 9:16 AM
To: HCPSS MPAs Requests <MPA_Requests@hcpss.org>
Subject: New MPA request 2021-098 submitted

A new Public Information Act request has been submitted.

Tracking Number: 2021-098
Internal ID: 1220
Created: 2020-10-11
Name: Steven Keller

URL: https://nam01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmpia.hcpss.org%2Fnode%2F1220&data=07%2F01%2F0CMPIA_Request%240bpcss.org%27%1c1a32b0a52c401172fb08d86eb101e4%26%26a9ac4d77e44eda2b78ed3d46729b67c0b7c097c637281053806352056&data=Prv6PS6X0xSQ7Hes1mayKX8UfyQcO2SM1eCufaf%3D&reserved=0

Request:

I request (1) all email correspondence from August 2019 to the present between HCPSS employees and any other party (HCPSS or non-HCPSS)

regarding the HCPSS application for membership in The Bridges Collaborative | https://nam01.safelinks.protection.outlook.com/?url=https%3A%2F%2F%2Fbridgescollaborative%2F&data=07%2F01%2F0CMPIA_Request%240bpcss.org%27%1c1a30a0a52c401172fb08d86eb101e4%26%26a9ac4d77e44eda2b78ed3d46729b67c0b7c097c637281053806352056&data=Prv6PS6X0xSQ7Hes1mayKX8UfyQcO2SM1eCufaf%3D&reserved=0

, (2) a list of HCPSS employees involved in the initial idea, discussion and decision to apply for membership in The Bridges Collaborative, and (3) the full application submitted by HCPSS for membership in The Bridges Collaborative.

From: [Kevin Gilbert](#)
To: [kgilbert](#) [REDACTED]
Subject: Fwd: Racial Equity Wednesdays During Cabinet
Date: Friday, December 4, 2020 4:51:25 PM

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcpss.org
410-313-1542
Pronouns: He, Him, His

“ ... it is not enough to be non-racist, we must be antiracist.
-Angela Davis

“... Never, ever be afraid to make some noise and get in good trouble, necessary trouble.”
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone

Sent from my iPhone

Begin forwarded message:

From: "Brian W. Bassett" <Brian_Bassett@hcpss.org>
Date: December 3, 2020 at 2:50:23 PM EST
To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>, Anissa Dennis <Anissa_Dennis@hcpss.org>, Caroline Walker <Caroline_Walker@hcpss.org>, "Carrie A. Slaysman" <Carrie_Slaysman@hcpss.org>, "David K. Lerner" <David_Lerner@hcpss.org>, Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>, "James R. LeMon" <James_LeMon@hcpss.org>, "Jason J. McCoy" <Jason_McCoy@hcpss.org>, "Jennifer R. Peduzzi" <Jennifer_Peduzzi@hcpss.org>, Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>, Kendra Johnson <Kendra_Johnson1@hcpss.org>, Kerrie Wagaman <Kerrie_Wagaman@hcpss.org>, Mark Blom <Mark_Blom@hcpss.org>, Michael Martirano <Michael_Martirano@hcpss.org>, "Patrick J. Saunderson" <Patrick_Saunderson@hcpss.org>, "Ron K. Morris" <Ron_Morris@hcpss.org>, Scott Washington <Scott_Washington@hcpss.org>, Terrell Savage <Terrell_Savage@hcpss.org>, Theo Cramer <Theo_Cramer@hcpss.org>, Thomas McNeal <Thomas_McNeal@hcpss.org>, Timothy Guy <tguy@hcpss.org>, "William J. Barnes" <William_Barnes@hcpss.org>, Scott Ruehl <Scott_Ruehl@hcpss.org>, Michael Martirano <Michael_Martirano@hcpss.org>, Justin Benedict <Justin_Benedict@hcpss.org>, Ebony Langford-Brown <Ebony_Langford-Brown@hcpss.org>, Darin Conforti <Darin_Conforti@hcpss.org>
Subject: Re: Racial Equity Wednesdays During Cabinet

Good afternoon cabinet,

As a follow-up to Kevin's wonderful start to our Wednesday PD sessions yesterday, I wanted to share something that just came out.

The Century Foundation published an extremely comprehensive piece called *Here Is What School Integration in America Looks Like Today* and in which HCPSS is featured. I included the link below.

Dr. Martirano, Kevin Gilbert, Kendra Johnson, Nancy Thompson and Josh Wasilewski are participating in The Century Foundation's Bridges Collaborative - where Dr. M and Dr. Gilbert presented information about our recent redistricting process (Dr. M referenced this during our training yesterday).

We certainly have much work to do and I am pleased that we are tackling this issue as a leadership team, but it's also nice to be recognized as leaders in this arena for the work we have done.

<https://tcf.org/content/report/school-integration-america-looks-like-today/?agreed=1>

	<h2>Here Is What School Integration in America Looks Like Today</h2>
	<p>As the COVID-19 pandemic rolls into its ninth month, a rising death toll and pronounced racial and socioeconomic inequities are devastating the lives of mi</p>
	<p>tcf.org</p>

Brian Bassett
Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcpss.org
410-313-1505 (w)
[REDACTED]

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>

Sent: Wednesday, November 25, 2020 9:13 AM

To: Anissa Dennis <Anissa_Dennis@hcpss.org>; Brian W. Bassett <Brian_Bassett@hcpss.org>; Caroline Walker <Caroline_Walker@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; David K. Larner <David_Larner@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; James R. LeMon <James_LeMon@hcpss.org>; Jason J. McCoy <Jason_McCoy@hcpss.org>; Jennifer R. Peduzzi <Jennifer_Peduzzi@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kerrie Wagaman <Kerrie_Wagaman@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Patrick J. Saunderson <Patrick_Saunderson@hcpss.org>; Ron K. Morris <Ron_Morris@hcpss.org>; Scott Washington <Scott_Washington@hcpss.org>; Terrell Savage <Terrell_Savage@hcpss.org>; Theo Cramer <Theo_Cramer@hcpss.org>; Thomas McNeal <Thomas_McNeal@hcpss.org>; Timothy Guy <tguy@hcpss.org>; William J. Barnes <William_Barnes@hcpss.org>

Subject: Racial Equity Wednesdays During Cabinet

Greetings Cabinet,

Karalee has graciously allotted designated space for us as a cabinet to do some racial equity training. Each Wednesday, starting December 2, for 45 minutes during cabinet, we will engage in activities designed to not only build our awareness and capacity to do this important work, but also build our racial equity muscle as we continue our districts journey through equity.

Our first session will be on transformational leadership. This will give us a good foundation to start on. I have attached an article for you to read in preparation for this discussion. I look forward to our journey together.

Let me know if you have any questions. Happy Thanksgiving!

Kevin

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin_Gilbert@hcpss.org
410-313-1542 (office)
Pronouns: He, Him, His

"... it is not enough to be non-racist, we must be antiracist."

- Angela Davis

“Get in good trouble, necessary trouble, and help redeem the soul of America ...”

- Rep. John R. Lewis



From: [Stefan Lallinger](#)
Subject: [External] Bridges Meeting Follow-Up
Date: Monday, November 30, 2020 3:22:21 PM

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Hey team!

Thanks so much for meeting with us before the Thanksgiving holiday and for such a robust conversation. We are grateful to have had the conversation and feel like we know so much more about your organization's goals for this work as a result.

You'll get more follow-up soon regarding the outcomes of all of our meetings (they go through mid-December) as well as information on the January virtual session shortly.

We wanted to first see if you had any responses to some of these questions that we did not get to in the interview. Feel free to respond to only one or all - the goal is for us to get information that we can ultimately use to benefit you and your experience with the Collaborative.

All the best,

Stefan and the Bridges Team

- **What do you hope for in terms of future programming?**
- **What support would be helpful to you? What do you need in terms of accountability (for you or for your organization)?**
- **Are you interested in educating your state or federal legislator on your school/neighborhood diversity efforts? (Also, have you done any of this work that you would like to let us know about?)**
- **Are there research questions you are interested in getting answered that would assist you in your efforts? Or are there initiatives/interventions happening in your organization that you think would benefit from being studied?**

•

What tools does your organization currently use to assess students' experiences as they relate to feelings of belonging, inclusion, diversity, etc...? Are you happy with them? What are they missing? (Care to share?!)

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Emma Miller](#)
To: [Brian W. Bassett](#)
Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students
Date: Wednesday, November 18, 2020 2:38:33 PM


Hi Brian,

That sounds great! Thank you so much. Please let me know if you have any questions for me before we connect!

Yours,
Emma

On Wed, Nov 18, 2020 at 1:02 PM Brian W. Bassett <Brian_Bassett@hcpss.org> wrote:

How about 11:45-12:15 this Monday? If that works I can send a Zoom invite.

Brian Bassett
Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcpss.org
410-313-1505 (w)


From: Emma Miller <emiller@tcf.org>
Sent: Wednesday, November 18, 2020 11:51 AM
To: Brian W. Bassett <Brian_Bassett@hcpss.org>
Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students

Hi Brian,

No problem at all! I am more than happy to work around your schedule--I know that school districts have a lot going on right now. I am available this Friday before 1 pm, or next week on Tuesday before 2:30 or Monday around lunchtime. Please let me know if any of these times work for you! I'm also happy to connect after Thanksgiving if that would work better for you. I look forward to connecting with you soon!

Yours,
Emma

On Wed, Nov 18, 2020 at 10:36 AM Brian W. Bassett <Brian_Bassett@hcpss.org> wrote:
Emma,

I have two people I would like to include in the conversation. I am going to try and coordinate our calendars so we can do this all at once. Are there any upcoming days that don't work for you? It may be next week at the earliest if that's alright. As I said, this has been quite a busy week. Thanks.

Brian Bassett

Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcpss.org
410-313-1505 (w)
[REDACTED]

From: Emma Miller <emiller@tcf.org>

Sent: Friday, November 13, 2020 10:54 AM

To: Brian W. Bassett <Brian_Bassett@hcpss.org>

Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students

Hi Brian,

Thank you so much for your quick reply! As Michelle mentioned, Superintendent Martirano's breakout session about redistricting in Howard County was quite popular. I'm currently writing a piece that focuses on the superintendent's recommendations and how they may be helpful to other districts who may be considering or working through the redistricting process.

One of the key points that Superintendent Martirano made was that changing schools can be emotional for students and families and that they may require support to ease this transition. This point really resonated with me and the other Bridges Collaborative members attending the session. I was hoping that you or somebody else from HCPSS could provide some additional details about what those supports looked like. This might include anyone from the district who did outreach to students and families, principals or other school leaders who planned events at their campuses, or any training that was provided to teachers and other school personnel.

Thank you again for your willingness to speak with me! Please feel free to reach out if you have any additional questions. I look forward to hearing back from you soon!

Yours,
Emma

On Thu, Nov 12, 2020 at 2:30 PM Brian W. Bassett <Brian_Bassett@hcpss.org> wrote:
Hi Michelle and Emma,

I hope all is well! I think it would be best if I connected Emma to somebody who could speak to that far better and I. What kinds of support are you interested in? Any additional information you can provide will help me identify the best person/people to connect you with. Thanks!

Brian Bassett

Senior Communication Strategist
Media Relations

Howard County Public School System
bbassett@hcpss.org
410-313-1505 (w)
[REDACTED]

From: Michelle Burris <burris@tcf.org>
Sent: Thursday, November 12, 2020 2:02 PM
To: Brian W. Bassett <Brian_Bassett@hcpss.org>
Cc: Emma Miller <emiller@tcf.org>
Subject: [External] Follow-up from Bridges Convening: Request to chat about support for students

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Hi Brian,

I hope you and your family are well. It was great to see Superintendent Martirano at the Bridges Convening! The attendees really enjoyed the breakout session on the redistricting process.

I am reaching out to see if you have any availability to chat with my colleague, Emma Miller on the support students have received after transferring to a new school? Emma is doing research at Brown University and provided heavy logistical/planning support for the breakout session the Superintendent led. She would love to chat with you via email or phone.

I cc'd Emma's email and hope you both can chat at your best conveniences.

Thanks so much and looking forward to the future Bridges events! Take care!
Michelle

Michelle P. Burris
Senior Policy Associate



The Century Foundation
2040 S Street, NW 2nd Floor, Washington DC 20009

P: 202.683.4885 [REDACTED]
tcf.org | [Facebook](https://www.facebook.com/centuryfoundation) | [Twitter](https://twitter.com/centuryfoundation) | [Sign up for Email Updates](#)

From: [Caroline Walker](#)
To: [Brian W. Bassett](#); [Patrick J. Saunderson](#)
Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students
Date: Wednesday, November 18, 2020 10:33:45 AM


Yes. Good luck.

Thank you, Caroline

Caroline Y. Walker, Ph.D.
Executive Director of Program Innovation & Student Well-being
Howard County Public School System
10920 Clarksville Pike
Ellicott City, MD 21042
410-313-7136 (phone)

From: Brian W. Bassett <Brian_Bassett@hcpss.org>
Sent: Wednesday, November 18, 2020 10:32 AM
To: Patrick J. Saunderson <Patrick_Saunderson@hcpss.org>; Caroline Walker <Caroline_Walker@hcpss.org>
Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students

Thank you both. I'll schedule something. Are your calendars up to date?

Brian Bassett
Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcpss.org
410-313-1505 (w)


From: Patrick J. Saunderson <Patrick_Saunderson@hcpss.org>
Sent: Wednesday, November 18, 2020 10:31 AM
To: Caroline Walker <Caroline_Walker@hcpss.org>; Brian W. Bassett <Brian_Bassett@hcpss.org>
Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students

Sure ... it would be good if we could meet with her jointly if possible as the work overlapped between divisions/departments.

Thanks!

Pat Saunderson

Community Superintendent
Area 1 Schools
High School Initiatives

From: Caroline Walker <Caroline_Walker@hcpss.org>
Sent: Wednesday, November 18, 2020 10:20 AM
To: Brian W. Bassett <Brian_Bassett@hcpss.org>; Patrick J. Saunderson <Patrick_Saunderson@hcpss.org>
Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students

That's fine.


Thank you, Caroline

Caroline Y. Walker, Ph.D.
Executive Director of Program Innovation & Student Well-being
Howard County Public School System
10920 Clarksville Pike
Ellicott City, MD 21042
410-313-7136 (phone)

From: Brian W. Bassett <Brian_Bassett@hcpss.org>
Sent: Wednesday, November 18, 2020 10:14 AM
To: Caroline Walker <Caroline_Walker@hcpss.org>; Patrick J. Saunderson <Patrick_Saunderson@hcpss.org>
Subject: Fw: [External] Follow-up from Bridges Convening: Request to chat about support for students

Good morning Caroline and Pat,

Please see the request below. Dr. Martirano and others are participating in the Bridges Collaborative with this group (The Century Foundation) based on our redistricting work. Would I be able to connect you with Emma to help provide her with the insights she requested on supporting students who transition to new schools? Thanks.

Brian Bassett
Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcpss.org
410-313-1505 (w)


From: Emma Miller <emiller@tcf.org>
Sent: Friday, November 13, 2020 10:54 AM

To: Brian W. Bassett <Brian_Bassett@hcpss.org>

Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students

Hi Brian,

Thank you so much for your quick reply! As Michelle mentioned, Superintendent Martirano's breakout session about redistricting in Howard County was quite popular. I'm currently writing a piece that focuses on the superintendent's recommendations and how they may be helpful to other districts who may be considering or working through the redistricting process.

One of the key points that Superintendent Martirano made was that changing schools can be emotional for students and families and that they may require support to ease this transition. This point really resonated with me and the other Bridges Collaborative members attending the session. I was hoping that you or somebody else from HCPSS could provide some additional details about what those supports looked like. This might include anyone from the district who did outreach to students and families, principals or other school leaders who planned events at their campuses, or any training that was provided to teachers and other school personnel.

Thank you again for your willingness to speak with me! Please feel free to reach out if you have any additional questions. I look forward to hearing back from you soon!

Yours,
Emma

On Thu, Nov 12, 2020 at 2:30 PM Brian W. Bassett <Brian_Bassett@hcpss.org> wrote:

Hi Michelle and Emma,

I hope all is well! I think it would be best if I connected Emma to somebody who could speak to that far better and I. What kinds of support are you interested in? Any additional information you can provide will help me identify the best person/people to connect you with. Thanks!

Brian Bassett

Senior Communication Strategist

Media Relations

Howard County Public School System

bbassett@hcpss.org

410-313-1505 (w)



From: Michelle Burris <burris@tcf.org>

Sent: Thursday, November 12, 2020 2:02 PM

To: Brian W. Bassett <Brian_Bassett@hcpss.org>

Cc: Emma Miller <emiller@tcf.org>

Subject: [External] Follow-up from Bridges Convening: Request to chat about support for students

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Hi Brian,

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I am reaching out to see if you have any availability to chat with my colleague, Emma Miller on the support students have received after transferring to a new school? Emma is doing research at Brown University and provided heavy logistical/planning support for the breakout session the Superintendent led. She would love to chat with you via email or phone.

I cc'd Emma's email and hope you both can chat at your best conveniences.

Thanks so much and looking forward to the future Bridges events! Take care!
Michelle

Michelle P. Burris
Senior Policy Associate



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009


P: 202.683.4885

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From: [Brian W. Bassett](#)
To: [Emma Miller](#)
Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students
Date: Wednesday, November 18, 2020 10:10:44 AM

Hi Emma,

I am so sorry for the delay!! I just picked up your message. We had a number of big issues come up this week that had to be tended to so I haven't been able to coordinate this yet. I will do so today!

Brian Bassett
Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcpss.org
410-313-1505 (w)


From: Emma Miller <emiller@tcf.org>
Sent: Friday, November 13, 2020 10:54 AM
To: Brian W. Bassett <Brian_Bassett@hcpss.org>
Subject: Re: [External] Follow-up from Bridges Convening: Request to chat about support for students

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Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcpss.org
410-313-1505 (w)
[REDACTED]

From: Michelle Burris <burriss@tcf.org>

Sent: Thursday, November 12, 2020 2:02 PM

To: Brian W. Bassett <Brian_Bassett@hcpss.org>

Cc: Emma Miller <emiller@tcf.org>

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Thanks so much and looking forward to the future Bridges events! Take care!
Michelle

Michelle P. Burris
Senior Policy Associate



The Century Foundation
2040 S Street, NW 2nd Floor, Washington DC 20009
P: 202.683.4885 [REDACTED]

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From: [Joshua R. Wasilewski](#)
To: [Cynthia L. Jaksec](#)
Subject: Fw: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Date: Monday, November 9, 2020 10:05:51 AM

CAL

Joshua R. Wasilewski
Principal
Long Reach High School
Howard County Public School System



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From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Saturday, November 7, 2020 8:23 AM
To: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>
Cc: Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>; Michelle Simon <Michelle_Simon@hcpss.org>
Subject: RE: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

Thanks team for your responses.

We will sign up for the 4:15 pm time on November 18. I will forward meeting details when I receive them. Thanks all.

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Thursday, November 5, 2020 3:42 AM
To: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>
Cc: Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>; Michelle Simon <Michelle_Simon@hcpss.org>
Subject: FW: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Importance: High

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Please look at the email below. Bridges would like to set up a 45 minute, virtual team meeting with us.

Please review your calendars and reply to this email and let me know which of the following works best for you (indicate all that apply):

November 16: 1 pm; 3 pm

November 18: 2:15 pm; 2:45 pm; 3:15 pm; 3:45 pm; 4:15 pm

November 19: 1 pm; 1:30 pm; 2:00 pm

Once I hear from everyone, I will fill out the invite to set up the meeting with Bridges.

Thanks

Kevin

From: Stefan Lallinger <lallinger@tcf.org>

Sent: Monday, November 2, 2020 5:43 PM

Subject: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

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Dear Bridges Collaborative Members,

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Scheduling Your Team's Individual Meeting <Action Item>

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At your meeting, we'll talk about short- and long-term goals; Bridges Collaborative goals and end-products for members, your peer group's session in January, and any other questions you might have or topics you might find useful to discuss.

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Bridges Directory

Finally, we have included a PDF directory of collaborative members, which you can find attached to this email. It is organized alphabetically by participating organization.

Please don't hesitate to reach out with any questions and best of luck staying sane over the next 48 hours! We look forward to seeing you in November or December.

Best,

Stefan and the BC Team

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Stefan Lallinger](#)
To: [Michael Martirano](#); [Kevin Gilbert](#)
Subject: [External] Convening - Thank you and Session Feedback!
Date: Friday, November 6, 2020 4:28:34 PM

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Dear Supt. Martirano and Dr. Gilbert,

I hope this finds you well amidst all the election hoopla! I wanted to take the time to reiterate my sincere thank you for your role in presenting at the Bridges Collaborative inaugural convening. The convening experience was truly enhanced by your participation.

I have also included the feedback for your session, which you can see was outstanding.

Session: Bold and Equitable Redistricting to Promote Diversity in Howard County Public Schools

How would you rate the breakout session that you attended today?

Excellent
Excellent
Excellent
Excellent
Excellent
Excellent
Very Good
Very Good
Excellent
Excellent
Excellent
Excellent
Very Good
Excellent
Excellent
Good
Good
Excellent

Comments:

- Great presenters with substance material. I gleaned new strategies that may be applied to my organization.
- The collaborative members session changed my thinking around redistricting and how it can be used to create more equitable systems.
- Discussion from Howard County was powerful. It actually made me feel like we are SO far behind and have SO much to do!!
- I liked the break out session.

Please let me know if you have any questions and we look forward to our continued collaboration over the next couple of years.

See you soon for our check-in in the coming weeks.

Best,

Stefan

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



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2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Nancy T. Thompson](#)
To: [Kevin Gilbert](#)
Subject: Re: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Date: Thursday, November 5, 2020 1:12:22 PM

Hi Kevin,
Thanks for organizing this! I am currently available for each of the following:
Nancy

November 16: 3 pm
November 18: 3:45 pm; 4:15 pm
November 19: 1 pm; 1:30 pm; 2:00 pm

Nancy Thompson
Principal, Talbott Springs Elementary School
Howard County Public School System
410-313-6915

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From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Thursday, November 5, 2020 3:41 AM
To: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>
Cc: Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>; Michelle Simon <Michelle_Simon@hcpss.org>
Subject: FW: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

Hi Bridges Team,

Please look at the email below. Bridges would like to set up a 45 minute, virtual team meeting with us.

Please review your calendars and reply to this email and let me know which of the following works best for you (indicate all that apply):

November 16: 1 pm; 3 pm
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November 19: 1 pm; 1:30 pm; 2:00 pm

Once I hear from everyone, I will fill out the invite to set up the meeting with Bridges.

Thanks

Kevin

From: Stefan Lallinger <lallinger@tcf.org>

Sent: Monday, November 2, 2020 5:43 PM

Subject: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

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Please don't hesitate to reach out with any questions and best of luck staying sane over the next 48 hours! We look forward to seeing you in November or December.

Best,

Stefan and the BC Team

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



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2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Michelle Simon](#)
To: [Kevin Gilbert](#)
Cc: [Kendra Johnson](#); [Vivian L. Kelly](#)
Subject: Re: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Date: Thursday, November 5, 2020 11:03:50 AM

Hello,

For Kendra the following will work from your list:

November 18: 4:15 pm

November 19: 2:00 pm

Enjoy the day!

Michelle

Michelle Simon
Executive Assistant
Division of School Management and Instructional Leadership (SMIL)
Howard County Public School System, Area 3
410.313.1543

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Positivity * Input * Strategic * Responsibility * Belief

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Thanks

Kevin

From: Stefan Lallinger <lallinger@tcf.org>

Sent: Monday, November 2, 2020 5:43 PM

Subject: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

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Stefan and the BC Team

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Stefan Lallinger, EdLD

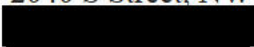
Fellow

Director, Bridges Collaborative



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From: [Carrie A. Slaysman](#)
To: [Kevin Gilbert](#)
Cc: [Kathy Agans](#)
Subject: RE: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Date: Thursday, November 5, 2020 9:32:32 AM
Attachments: [image001.png](#)

Hi Kevin,

I hope this email finds you well.

November 18 at 4:15 p.m. looks like the best time on Dr. Martirano's calendar.

Thank you.

Carrie

Carrie A. Slaysman
Executive Assistant



Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
410-313-6814
carrie_slaysman@hcpss.org

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Thursday, November 5, 2020 3:42 AM: FW: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Importance: High

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Best,

Stefan and the BC Team

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Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



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2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Kendra Johnson](#)
To: [Kevin Gilbert](#)
Subject: Re: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Date: Thursday, November 5, 2020 9:14:35 AM

I can do November 18th - 4:15pm and November 19th - 2pm.

I am curious to know what you think we will get from this experience. I think the participants are on so many levels so I am unsure of how our work will be enhanced.

One of the times you have below is during a Cabinet meeting.

Thanks.

Kendra V. Johnson, J.D., Ed.D.
Community Superintendent - Area 3

On Nov 5, 2020, at 3:41 AM, Kevin Gilbert <Kevin_Gilbert@hcpss.org> wrote:

Hi Bridges Team,

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Bridges Directory

Finally, we have included a PDF directory of collaborative members, which you can find attached to this email. It is organized alphabetically by participating organization.

Please don't hesitate to reach out with any questions and best of luck staying sane over the next 48 hours! We look forward to seeing you in November or December.

Best,

Stefan and the BC Team

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009

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From: [Cynthia L. Jaksec](#)
To: [Joshua R. Wasilewski](#)
Subject: Re: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Date: Thursday, November 5, 2020 8:53:08 AM

Done!

Cindy Jaksec
Principal's Secretary
Long Reach High School
6101 Old Dobbin Lane
Columbia, MD 21045
(410) 313-7117
cynthia_jaksec@hcpss.org



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From: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>
Sent: Thursday, November 5, 2020 8:47 AM
To: Cynthia L. Jaksec <Cynthia_Jaksec@hcpss.org>
Subject: Fw: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

Could you keep all the dates open in my calendar until it is finalized. I have a feeling it will be up to Dr. M

Joshua R. Wasilewski
Principal
Long Reach High School
Howard County Public School System



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From: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>

Sent: Thursday, November 5, 2020 7:24 AM

To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>

Subject: Re: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

Only time that may not work for me is 11/19 1:30 and 2:00

Joshua R. Wasilewski
Principal
Long Reach High School
Howard County Public School System



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From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>

Sent: Thursday, November 5, 2020 3:41 AM

To: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>

Cc: Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>; Michelle Simon <Michelle_Simon@hcpss.org>

Subject: FW: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

Hi Bridges Team,

Please look at the email below. Bridges would like to set up a 45 minute, virtual team meeting with us.

Please review your calendars and reply to this email and let me know which of the following works best for you (indicate all that apply):

November 16: 1 pm; 3 pm

November 18: 2:15 pm; 2:45 pm; 3:15 pm; 3:45 pm; 4:15 pm

November 19: 1 pm; 1:30 pm; 2:00 pm

Once I hear from everyone, I will fill out the invite to set up the meeting with Bridges.

Thanks

Kevin

From: Stefan Lallinger <lallinger@tcf.org>

Sent: Monday, November 2, 2020 5:43 PM

Subject: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Dear Bridges Collaborative Members,

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Please don't hesitate to reach out with any questions and best of luck staying sane over the next 48 hours! We look forward to seeing you in November or December.

Best,

Stefan and the BC Team

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Michael Martirano](#)
To: [Carrie A. Slaysman](#)
Cc: [Kathy Agans](#)
Subject: Re: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Date: Thursday, November 5, 2020 7:58:27 AM
Attachments: [image001.png](#)

Yes

Dr. M.

Dr. Michael J. Martirano
Superintendent
Howard County Public School System
10910 Clarksville Pike
Ellicott City, Maryland 21042

“The time is always right to do what is right.”
Martin Luther King, Jr.

On Nov 5, 2020, at 7:40 AM, Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>
wrote:

GM! Dr. M.,

Schedule?

Thanks,

C

Carrie A. Slaysman
Executive Assistant
<[image001.png](#)>

Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
410-313-6814
carrie_slaysman@hcpss.org

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>

Hi Bridges Team,

Please look at the email below. Bridges would like to set up a 45 minute, virtual team meeting with us.

Please review your calendars and reply to this email and let me know which of the following works best for you (indicate all that apply):

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Thanks

Kevin

From: Stefan Lallinger <lallinger@tcf.org>

Sent: Monday, November 2, 2020 5:43 PM

Subject: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

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Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



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2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Kevin Gilbert](#)
To: [Stefan Lallinger](#)
Subject: RE: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Date: Wednesday, November 4, 2020 2:58:00 PM

Thanks!

Checking with the team and will get back to you.

From: Stefan Lallinger <lallinger@tcf.org>
Sent: Monday, November 2, 2020 5:43 PM
Subject: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

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From: [Kevin Gilbert](#)
To: [Nancy T. Thompson](#)
Subject: RE: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>
Date: Wednesday, November 4, 2020 2:58:00 PM

Hi Nancy.

I am about to send this out to everyone to let me know which dates and times work best. I will then reply to his email. Stay tuned

From: Nancy T. Thompson <Nancy_Thompson@hcpss.org>
Sent: Wednesday, November 4, 2020 2:44 PM
To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Subject: Fw: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

Hi Kevin,
I hope that you are having a good week.
Please let me know if there is something that I can do support setting up this meeting.
Thank you!
Nancy

Nancy Thompson
Principal, Talbott Springs Elementary School
Howard County Public School System
410-313-6915

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From: Stefan Lallinger <lallinger@tcf.org>
Sent: Monday, November 2, 2020 5:42 PM
Subject: [External] Scheduling Your Individual Bridges Collaborative Meeting <action required>

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Stefan and the BC Team

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Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



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2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Joan R. Fox](#)
To: [Jahantab Siddiqui](#)
Cc: [Brian W. Bassett](#); [Emily Bahhar](#); [Allison Hedden](#)
Subject: Re: New MPIA request 2021-102 submitted
Date: Wednesday, October 28, 2020 9:58:34 AM

No, none I'm aware of.

On Oct 28, 2020, at 9:57 AM, Allison Hedden <Allison_Hedden@hcpss.org> wrote:

Me neither.

Allison Whitney (nee Hedden)
Community and Workforce Engagement Specialist
Howard County Public School System
410.313.6679
Allison_Hedden@hcpss.org


From: "Brian W. Bassett" <Brian_Bassett@hcpss.org>
Date: Wednesday, October 28, 2020 at 9:56 AM
To: Emily Bahhar <Emily_Bahhar@hcpss.org>, Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>, Allison Hedden <Allison_Hedden@hcpss.org>, "Joan R. Fox" <Joan_R_Fox@hcpss.org>
Subject: Re: New MPIA request 2021-102 submitted

The only thing was the presentation that MJM and Kevin Gilbert delivered to the Bridges Collaborative which I know Danielle has. Nothing else I am aware of.

Brian Bassett
Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcpss.org
410-313-1505 (w)
[REDACTED]

From: Emily Bahhar <Emily_Bahhar@hcpss.org>
Sent: Wednesday, October 28, 2020 9:49 AM
To: Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; Brian W. Bassett <Brian_Bassett@hcpss.org>; Allison Hedden <Allison_Hedden@hcpss.org>; Joan R. Fox <Joan_R_Fox@hcpss.org>
Subject: Re: New MPIA request 2021-102 submitted

Not me

Emily Bahhar
Coordinator, [Multimedia Communications](#)
Howard County Public School System

emily_bahhar@hcpss.org

From: Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>
Date: Wednesday, October 28, 2020 at 9:49 AM
To: "Brian W. Bassett" <Brian_Bassett@hcpss.org>, Allison Hedden <Allison_Hedden@hcpss.org>, "Joan R. Fox" <Joan_R_Fox@hcpss.org>, Emily Bahhar <Emily_Bahhar@hcpss.org>
Subject: FW: New MPIA request 2021-102 submitted

Just confirming none of you have anything related to this. I do not recall any presentations related to the redistricting this year that we have worked on.

From: Danielle Lueking <Danielle_Lueking@hcpss.org>
Sent: Wednesday, October 28, 2020 9:43 AM
To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>
Subject: Re: New MPIA request 2021-102 submitted

Good morning,

I just wanted to follow-up on the MPIA below as we will have an initial response due this Friday. Jahantab I apologize I hadn't included you in my original email but thinking anything done by Dr. Martirano would have come from your shop?

Please let me know if we need any clarification from the requester and/or if we need to discuss what responsive records are available.

Danielle Lueking
Maryland Public Information Act Representative
Howard County Public School System

From: Danielle Lueking <Danielle_Lueking@hcpss.org>
Sent: Monday, October 19, 2020 10:53 AM
To: Michael Martirano <Michael_Martirano@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Cc: Mark Blom <Mark_Blom@hcpss.org>; Karalee Turner-Little

<Karalee_TurnerLittle@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>

Subject: Fw: New MPIA request 2021-102 submitted

Good morning,

Please see below for a new MPIA regarding reports and presentations from your respective offices. Please let me know if your office would have such records during the timeframe requested related to redistricting, or if we need any further clarification from the requester. Additionally, if there is a large volume of potential records, I may first need to collect a time/cost estimate from your staff to search for and pull the records before we move forward.

Thank you,
Danielle

From: mpia_requests@hcpss.org <mpia_requests@hcpss.org> on behalf of MPIA
<mpia_requests@hcpss.org>

Sent: Friday, October 16, 2020 8:53 AM

To: HCPSS MPIA Requests <MPIA_Requests@hcpss.org>

Subject: New MPIA request 2021-102 submitted

A new Public Information Act request has been submitted.

Tracking Number: 2021-102

Internal ID: 1226

Created: 2020-10-15

Name: Marybeth Steil

URL: https://nam01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fmpia.hcpss.org%2Fnode%2F1226&data=04%7C01%7CMPIA_Requests%40hcpss.org%7C3fd5eeb642b44606894808d871d26c6e%7C96a9ac4c477e4dada2b28ad3fc46790b%7C0%7C0%7C637384495872601395%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6IklhaWwiLCJXVCi6Mn0%3D%7C1000&data=1%2BxmqsPNlqw%2FdGkjj91y7KxowWfWYm5rvc5W8ZFk4zU%3D&reserved=0

Request:

Requesting all reports and presentations by the HCPSS Diversity, Equity and Inclusion office and/or Superintendent Martirano since June 1, 2020 that are related to redistricting.

Joan Fox
Coordinator of Public Information
Howard County Public School System
410-313-6658

From: [Joshua R. Wasilewski](#)
To: [Jennifer L. Whiddon](#); [Malcolm S. Anderson](#); [Richard Smart](#); [Cynthia L. Jaksec](#); [Arnetta Young](#); [Kevin A. Dorsey](#)
Subject: Fw: [External] Bridges Collaborative Follow-Up
Date: Tuesday, October 27, 2020 12:42:47 PM
Attachments: [The Maryland Movement.pdf](#)
[Peer Group I.pdf](#)

Follow-up from the Cohort - just a FYI

Joshua R. Wasilewski
Principal
Long Reach High School
Howard County Public School System



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From: Stefan Lallinger <lallinger@tcf.org>
Sent: Friday, October 23, 2020 3:17 PM
To: Michael Martirano <Michael_Martirano@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>; Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>
Subject: [External] Bridges Collaborative Follow-Up

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Dear Howard County Team,

Thank you for your participation in Bridges Collaborative! We left inspired by the work happening all across the country and excited to continue on this journey together. Please see below for a few follow-up items!

Survey

Please, please, please take the survey! As we hope was evident from the convening, we take the feedback very seriously and use it to drive improvements in the experience. It can be found at [REDACTED] and should not take more than 10 minutes to complete. (Also [REDACTED] for those who missed the first day).

Contact Information

Attached, you'll find the contact information from the individuals in your peer group and your cross-sector collaboration group. Soon, we plan to share an email address directory for all

members of the Collaborative with all members. *Please let us know by next Wednesday if you would not like your name and email address to appear in a collaborative-wide email directory.*

What to look forward to in the coming months:

In November and December, we will schedule an individual meeting with your organization's Bridges team and 1-3 staff from the Bridges Collaborative to chat about your organization's goals, takeaways from the Convening, and next steps in terms of your peer and cross-sector groups. Then, in January, you can look forward to meeting with your peer group (with more time!) to dig deep into a diversity/integration-related problem of practice.

Conference Materials

We are still collecting and organizing all of the videos and materials from the various breakout sessions and presenters we had over the two days, and will send out information on how to access those when we follow up with the email address directory. The two public sessions, the John King talk and the digital divide panel, are already public on the [Bridges Collaborative website](#). Also, any materials that were made available for each session is still available on the [evenium platform](#) under your agenda.

Bridges Collaborative in the News!

There have been a number of profiles of the work you're doing in the press - and a few set to come out later this week or next week. See a few of them here:

[Chalkbeat](#)

[Education Dive](#)

[Ed Week](#)

[Yale Daily News](#)

Keep up the great work and be on the lookout for emails from me, Michelle Burris, Emma Miller, or bridgescollaborative@tcf.org in the coming weeks.

Best,

Stefan

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Michelle Burris](#)
Subject: [External] Digital Divide and School Segregation Panel: Responses to Posed Questions
Date: Tuesday, October 27, 2020 8:01:46 AM

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Hello Bridges Collaborative Members,

Thank you for a great convening and attending the Digital Divide and School Segregation: Holistic Advocacy in K-12 Schools Segregation Panel! Due to time constraints, we did not have a question and answer session. The panelists were forwarded your questions and please see the responses below:

Thank you and I look forward to learning more from you all soon!
Michelle Burris

How do we ensure that all low income housing have connectivity? (Dr. Bryant)

Ensure seems very simple, but difficult given our current structures (government and otherwise), and there are certainly ways in which we can think about connectivity differently. Specifically, we could consider fitting public and subsidized housing with broadband for all residents – similar to how there is both water and heat available to all residents.

How do we identify "dead zones" and then work to ensure equitable access to the internet and virtual learning? (Dr. Bryant)

Identifying areas that do not have access to the internet, as a whole, seems to be a simple conversation for the tech industry. I'm confident that there are ways to know using the infrastructure that runs fiber optic cables throughout the country. For students and virtual learning, I believe that we need transparent data sources about if and how students are logging in for school. This is not difficult to do and is something that policy advocates can support with.

(From an audience member) I would be very interested in hearing if the digital divide is on any of the federal policy discussions (Dr. Bryant)

I am not sure. I think that there are ideas about the telecom industry as a whole that have been bubbling up, but not sure how these will play out. The CARES Act addresses the digital divide, however, more funding is needed.

What do we do after the pandemic, when the internet is no longer needed as much in homes? (Dr. Bryant)

I believe that even when the pandemic is over, many people will choose to keep their children learning in their homes and that remote learning will always be a part of education. I think that before the pandemic there were communities that used remote learning and those are succeeding because the infrastructure was available. I think it's here to stay!

Does Verizon have a plan to expand their wifi-access to neighborhoods so they can use devices but have home wifi?

Is there an effort being made by Verizon/other private companies to advocate for wifi being a public necessity like heat/water/electricity?

In NYC in March-June Spectrum/Optimum offered free wifi access to new subscribers and

those who were behind on payments -- has this conversation in the private sector continued?

With regards to the above three questions, Verizon issued the following response:

Verizon has created several initiatives to help families obtain affordable broadband. Currently, we offer a \$20 per month discount on Verizon fiber-optic home broadband service to qualifying low-income families.

Also, through the Verizon Innovative Learning Schools (VILS) program, we provide free devices, technology, free internet access (including 30 Gigabytes per month of usage), teacher training, and a technology-infused learning curriculum to under-resourced Title I middle schools across the country. So far, we've put technology in the hands of 350,000 deserving students and have provided more than \$535 million dollars in market value towards STEM education, helping under-resourced communities bridge the digital divide.

And Verizon has launched a new, national distance learning program that reaches 38 million students in 41 states and the District of Columbia. Under this program, we have partnered with school districts and state departments of education throughout the country to deliver and provide discounted rates for 4G LTE wireless broadband connectivity, devices (hotspots/MiFi units), mobile device management and security/compliance solutions. This program has enabled school districts to provide their students, particularly the most vulnerable, with reliable connectivity at no cost.

--

Michelle P. Burris
Senior Policy Associate



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009

P: 202.683.4885

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From: [Kevin Gilbert](#)
To: [Kathleen V. Hanks](#)
Cc: [Karalee Turner-Little](#); [David K. Larner](#)
Subject: The Century Foundation: Bridges Collaborative Presentation
Date: Monday, October 26, 2020 2:16:00 PM
Attachments: [Martirano and Gilbert Presentation for TCFBC.pdf](#)

Hi Kathy,

Per Dr. Martirano's request can you please send the attached powerpoint to the board. It is the presentation he and I did for the Bridges Collaborative.

Thanks

Kevin

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin_Gilbert@hcpss.org
410-313-1542 (office)
Pronouns: He, Him, His

"... it is not enough to be non-racist, we must be antiracist."

- Angela Davis

"Get in good trouble, necessary trouble, and help redeem the soul of America ..."

- Rep. John R. Lewis



From: [Stefan Lallinger](#)
To: [Kevin Gilbert](#)
Subject: Re: [External] Please make sure the head of your org has seen this - Fwd: Excited to Welcome You to CEOs/EDs/Supts-only meeting at Bridges facilitated by Andres Alonso, Jen Cheatham, and John Kim <2:15-3:00pm>
Date: Monday, October 19, 2020 11:15:22 AM

Hey Kevin -

Glad to hear you enjoyed the convening. I'd love to connect with you when your time permits. Let me know what the next few weeks look like for you!

SL

On Fri, Oct 16, 2020 at 11:14 AM Kevin Gilbert <Kevin_Gilbert@hcpss.org> wrote:

Cool! Glad to hear folks liked it. By the way, this experience is awesome!!! Thanks so much.

Kevin

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcpss.org
410-313-1542
Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.
-Angela Davis

“... Never, ever be afraid to make some noise and get in good trouble, necessary trouble.”
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone

Sent from my iPhone

On Oct 16, 2020, at 10:09 AM, Stefan Lallinger <lallinger@tcf.org> wrote:

No worries - thanks for letting me know!

We heard the session yesterday was excellent - good positive feedback from folks.

SL

On Fri, Oct 16, 2020 at 8:10 AM Kevin Gilbert <Kevin_Gilbert@hcpss.org> wrote:

Thank you. Unfortunately, Dr. Michael J. Martirano, our superintendent has gotten called away today, and cannot attend this session.

Thanks

Kevin

From: Stefan Lallinger <slallinger@tcf.org>

Sent: Friday, October 16, 2020 6:55 AM

Subject: [External] Please make sure the head of your org has seen this - Fwd: Excited to Welcome You to CEOs/EDs/Supts-only meeting at Bridges facilitated by Andres Alonso, Jen Cheatham, and John Kim <2:15-3:00pm>

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Hello Bridges Point People!

You're listed as the point person for your organization. We know that the heads of your organizations are sometimes busy, or have a dedicated scheduler. We wanted to call special attention to the CEO/ED/Supt.-only session taking place today at 2:15pm.

If the head of your org is a member of your Bridges Collaborative team, please make sure they know about this session happening at 2:15 today. (If the head of your org is not on your Bridges team, but had interest in attending - they are more than welcome - just give me a heads up).

The email below was sent directly to them, but if there is a better way to pass this along, please do so.

Thanks and see you today!

Stefan

----- Forwarded message -----

From: **Stefan Lallinger** <lallinger@tcf.org>

Date: Fri, Oct 16, 2020 at 6:44 AM

Subject: Excited to Welcome You to CEOs/EDs/Supts-only meeting at Bridges facilitated by Andres Alonso, Jen Cheatham, and John Kim <2:15-3:00pm>

To:

Dear CEOs, EDs, and Superintendents,

We are very excited to remind you of the **CEO/ED/Superintendent-only session** designed to be a facilitated conversation tailored to the heads of organizations about how leaders should engage with and talk about the issue of integration in our schools and neighborhoods during this time.

We are excited to leverage the expertise of former Baltimore City Schools CEO Andres Alonso, former Madison Metro School District Superintendent Jen Cheatham, and Harvard Business School Professor John Kim. All of them are either current or former co-chairs of PELP, the Program that brings teams of school district senior leaders to Harvard for learning and collaboration every summer.

As a reminder, the session is today (Friday 10/16) from **2:15pm to 3:00pm**.

The zoom link is [REDACTED]

We know you are a busy set of individuals, but it is our hope that you will be able to make this session.

See you later today.

Best,

Stefan

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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--

Stefan Lallinger, EdLD

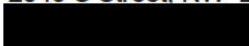
Fellow

Director, Bridges Collaborative



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Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Kevin Gilbert](#)
Subject: [External] Thank You for your participation in our Inaugural Convening!
Date: Friday, October 16, 2020 7:34:24 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[powerby-logo.png](#)

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Kevin Gilbert,

Thank you so much for participating in our Inaugural Bridges Collaborative convening. What a fantastic two days of learning and collaborating!

If you did not already, please complete the survey for Day 2, please do so here. [\[Redacted Link\]](#)

Additionally, be on the lookout for an email scheduling your team's individual check-in with the Bridges Collaborative team to take place in either November or December. Our first virtual meeting will take place in January 2021. Details to come.

In the meantime, continue the fantastic work on behalf of the children and families you serve.

Yours in the fight for a better, more inclusive, more rigorous, and more integrated future.

-The Bridges Collaborative Team

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Kevin Gilbert](#)
Subject: [External] Thank You for your participation in our Inaugural Convening!
Date: Friday, October 16, 2020 6:59:03 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Superintendent](#)
Subject: [External] Thank You for your participation in our Inaugural Convening!
Date: Friday, October 16, 2020 6:58:35 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Michael Martirano,

Thank you so much for participating in our Inaugural Bridges Collaborative convening. What a fantastic two days of learning and collaborating!

If you did not already, please complete the survey for Day 2, please do so here. [\[REDACTED\]](#)

Additionally, be on the lookout for an email scheduling your team's individual check-in with the Bridges Collaborative team to take place in either November or December. Our first virtual meeting will take place in January 2021. Details to come.

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Joshua R. Wasilewski](#)
Subject: [External] Thank You for your participation in our Inaugural Convening!
Date: Friday, October 16, 2020 6:58:30 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Josh Wasilewski,

Thank you so much for participating in our Inaugural Bridges Collaborative convening. What a fantastic two days of learning and collaborating!

If you did not already, please complete the survey for Day 2, please do so here. [\[REDACTED\]](#)

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Nancy T. Thompson](#)
Subject: [External] Thank You for your participation in our Inaugural Convening!
Date: Friday, October 16, 2020 6:58:28 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Nancy Thompson,

Thank you so much for participating in our Inaugural Bridges Collaborative convening. What a fantastic two days of learning and collaborating!

If you did not already, please complete the survey for Day 2, please do so here. [\[Redacted Link\]](#)

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-The Bridges Collaborative Team

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Kendra Johnson](#)
Subject: [External] Thank You for your participation in our Inaugural Convening!
Date: Friday, October 16, 2020 6:58:28 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Kendra Johnson,

Thank you so much for participating in our Inaugural Bridges Collaborative convening. What a fantastic two days of learning and collaborating!

If you did not already, please complete the survey for Day 2, please do so here. [\[Redacted Link\]](#)

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-The Bridges Collaborative Team

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Michael Martirano](#)
Subject: [External] Thank You for your participation in our Inaugural Convening!
Date: Friday, October 16, 2020 6:58:26 PM
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Michael Martirano,

Thank you so much for participating in our Inaugural Bridges Collaborative convening. What a fantastic two days of learning and collaborating!

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-The Bridges Collaborative Team

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Joshua R. Wasilewski](#)
Subject: [External] Thank You for your participation in our Inaugural Convening!
Date: Friday, October 16, 2020 6:58:25 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Joshua Wasilewski,

Thank you so much for participating in our Inaugural Bridges Collaborative convening. What a fantastic two days of learning and collaborating!

If you did not already, please complete the survey for Day 2, please do so here. [\[REDACTED\]](#)

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To: [Nancy T. Thompson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 3:09:14 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Hi Nancy,

The organizer of the event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” wrote to you:

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Kendra Johnson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 3:09:14 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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To: [Superintendent](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 3:09:11 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Hi Michael,

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To: [Joshua R. Wasilewski](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 3:09:10 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Hi Joshua,

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Kevin Gilbert](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 3:09:08 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Hi Kevin,

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From: [Kevin Gilbert](#)
To: [Brian W. Bassett](#), [Danielle Lueking](#)
Subject: RE: New MPJA request 2021-098 submitted
Date: Friday, October 16, 2020 2:04:38 PM

Wow! Yes, I think the list Brian has provided works

From: Brian W. Bassett <brian_bassett@hcppss.org>
Sent: Friday, October 16, 2020 2:03 PM
To: Danielle Lueking <Danielle_Lueking@hcppss.org>; Kevin Gilbert <Kevin_Gilbert@hcppss.org>
Subject: Re: New MPJA request 2021-098 submitted

Wow I wonder what else could have turned up? I would think that the three of us and perhaps Jahantab and Karalee. Also the other members of the team - Kendra Johnson, Nancy Thompson and Joshua Wasilewski. I can't think of any others. Board members?

Brian Bassett
Senior Communication Strategist
Media Relations
Howard County Public School System
bbassett@hcppss.org
410-313-1505 (ext.)

From: Danielle Lueking <Danielle_Lueking@hcppss.org>
Sent: Friday, October 16, 2020 1:59 PM
To: Kevin Gilbert <Kevin_Gilbert@hcppss.org>
Cc: Brian W. Bassett <Brian_Bassett@hcppss.org>
Subject: Re: New MPJA request 2021-098 submitted

Hi Kevin and Brian - when I ran a search of our whole email system for "Bridges Collaborative" it came back with several hundred hits. Assuming these are not all going to be related/about the application, if I narrowed it to potential mailboxes for staff who would have been involved in that application would that be you two and the Superintendent? Anyone else I should include?

Thanks,
Danielle

From: Kevin Gilbert <Kevin_Gilbert@hcppss.org>
Sent: Wednesday, October 14, 2020 11:10 AM
To: Danielle Lueking <Danielle_Lueking@hcppss.org>
Cc: Brian W. Bassett <Brian_Bassett@hcppss.org>
Subject: Re: New MPJA request 2021-098 submitted

Got it.

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcppss.org
410-313-1542
Pronouns: He, Him,His

"... it is not enough to be non-racist, we must be antiracist."
-Angela Davis

"... Never, ever be afraid to make some noise and get in good trouble, necessary trouble."
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone
Sent from my iPhone

On Oct 14, 2020, at 10:57 AM, Danielle Lueking <Danielle_Lueking@hcppss.org> wrote:

No need to pull emails - I can do that in our system which makes it easier/reduces duplicates, etc.

I may need to determine how we set up search parameters, will be back in touch on that.

Danielle

From: Kevin Gilbert <Kevin_Gilbert@hcppss.org>
Sent: Wednesday, October 14, 2020 10:36 AM
To: Brian W. Bassett <Brian_Bassett@hcppss.org>
Cc: Danielle Lueking <Danielle_Lueking@hcppss.org>
Subject: Fwd: New MPJA request 2021-098 submitted

Hi Brian

Please scroll down to see the ask of the MPJA.

Danielle, I will send you my emails and Brian will forward you what he has. Remind me, do I just forward to you or make pdf copies?

Kevin

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcppss.org
410-313-1542
Pronouns: He, Him,His

"... it is not enough to be non-racist, we must be antiracist."
-Angela Davis

"... Never, ever be afraid to make some noise and get in good trouble, necessary trouble."
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone
Sent from my iPhone

Begin forwarded message:

From: Danielle Lueking <Danielle_Lueking@hcppss.org>
Date: October 13, 2020 at 12:19:22 PM EDT
To: Kevin Gilbert <Kevin_Gilbert@hcppss.org>
Subject: Re: New MPJA request 2021-098 submitted

Hi Kevin,

The MPJA request is at the bottom of this chain. Do you have the application materials submitted to this program? Additionally, they have asked for "a list of HCPPS employees involved in the initial idea, discussion and decision to apply for membership in The Bridges Collaborative" - but note, if no such list exists we are not required to write one/provide.

I can do a search of @hcppss emails, depending on the breadth we may need to discuss who would have such emails regarding the application or if I need to do a systemwide search. I may also need to go back to the requester for search parameters if it's unclear how we would identify those "regarding" the application?

Let me know if you want to discuss via phone. We would have an initial respons due 10/26.

Danielle

From: Kevin Gilbert <Kevin_Gilbert@hcppss.org>
Sent: Tuesday, October 13, 2020 11:12 AM
To: David K. Larner <David_Larner@hcppss.org>
Cc: William J. Barnes <William_Barnes@hcppss.org>; Danielle Lueking <Danielle_Lueking@hcppss.org>
Subject: Re: New MPJA request 2021-098 submitted

This is me. Dr. Martirano asked me to lead a group as part of this cohort. What is the ask?

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcppss.org
410-313-1542
Pronouns: He, Him,His

"... it is not enough to be non-racist, we must be antiracist."
-Angela Davis

"... Never, ever be afraid to make some noise and get in good trouble, necessary trouble."
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone
Sent from my iPhone

On Oct 13, 2020, at 9:54 AM, David K. Larner <David_Larner@hcppss.org> wrote:

I am not aware of The Bridges Collaborative and have no information about it or any application for membership in it.

Dave

David Larner
Chief Human Resources and Professional Development Officer
Howard County Public School System
410-313-7498

From: "William J. Barnes" <William_Barnes@hcppss.org>
Date: Tuesday, October 13, 2020 at 9:51 AM
To: Danielle Lueking <Danielle_Lueking@hcppss.org>

Good morning Danielle,

Bill

From: Danielle Lueking <Danielle_Lueking@hcpps.org>
Date: Tuesday, October 13, 2020 at 9:30 AM
To: William Barnes <William_Barnes@hcpps.org>
Subject: Fw: New MPIA request 2021-098 submitted

Thanks!
Danielle

Bill Barnes will be able to point you to a person.
K

Danielle

(1) https://www.safelinks.protection.outlook.com/?url=https%3A%2F%2Femgja.hcps.org%2Fnode%2F12008&asdasd=0767C019767CMRPA_Request%26Hrassorg%2FC1e1a30a0c3f6c401179f08d86eb1d1e477c36acdc477eddd2b28ad16c676209a7C0767C0767C378181200568&asdasd=sda%3BPSGfDmXSGSfTrrttsimgKXSJFzFzQSMkUoCuYq3d8&asdsresv=d

Request:

I request (1) all email correspondence from August 2019 to the present between HCPSS employees and any other party (HCPSS or non-HCPSS) regarding the HCPSS application for membership in The Bridges Collaborative (https://www.safelinks.protection.outlook.com/?url=https%3A%2F%2Fbridgescollaborative.org%2F8&asdasd=0767C019767CMRPA_Request%26Hrassorg%2FC1e1a30a0c3f6c401179f08d86eb1d1e477c36acdc477eddd2b28ad16c676209a7C0767C0767C378181200568&asdasd=sda%3BPSGfDmXSGSfTrrttsimgKXSJFzFzQSMkUoCuYq3d8&asdsresv=d)

(2) a list of HCPSS employees involved in the initial idea, discussion and decision to apply for membership in The Bridges Collaborative, and (3) the full application submitted by HCPSS for membership in The Bridges Collaborative.

From: [Kevin Gilbert](#)
To: [Joshua R. Wasilewski](#)
Subject: Fwd: [External] Bridges Collaborative Convening Day 2: Updated Zoom Links <Welcome Back>
Date: Friday, October 16, 2020 1:53:48 PM
Attachments: [Bridges Collaborative Inaugural National Convening Day 2 Final Agenda with Zoom Links.pdf](#)
[ATT00001.htm](#)

If you go into updated agenda ... click on Maryland link

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcpss.org
410-313-1542
Pronouns: He, Him, His

“ ... it is not enough to be non-racist, we must be antiracist.
-Angela Davis

“... Never, ever be afraid to make some noise and get in good trouble, necessary trouble.”
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone

Sent from my iPhone

Begin forwarded message:

From: Stefan Lallinger <lallinger@tcf.org>
Date: October 16, 2020 at 6:21:00 AM EDT
Subject: [External] Bridges Collaborative Convening Day 2: Updated Zoom Links <Welcome Back>

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Good morning Bridges Collaborative Conveners!

We're so excited to welcome you back to the convening for Day 2 of programming!

SURVEY DAY 1

As a quick note, if you did not complete the survey for Day 1, please complete it here, as we value your feedback and strive to be responsive to the things that are shared: [REDACTED]

UPDATED SCHEDULE

In order to avoid the breakout room snafus that impacted some people's experience during the individual team sessions yesterday, our team has created

individual zoom rooms for all remaining sessions. We have updated [the schedule](#). For the sake of simplicity, we have only included the updated DAY 2 schedule. These links have also been updated in evenium.

LINKS TO DOCUMENTS NEEDED IN TODAY'S CROSS-SECTOR AND PEER-GROUPS

We received some feedback that the facilitation guide needed for the individual team meetings were hard to find for some people. Therefore, we have included links to the documents you'll need for the [cross-sector team meeting](#) and [peer-group team meeting](#) in this email.

Thank you and we hope you have another great day of programming! See you shortly.

Stefan

PS If you are in the "Midwestern Alliance" or "Swing State Soul" (those groups only), you'll use [this doc](#) for your cross-sector meeting instead of the other one (very minor differences).

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



tcf.org | [Facebook](#) | [Twitter](#) | [Sign up for Email Updates](#)

From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Kendra Johnson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 1:40:14 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[apple-grey.png](#)
[android-grey.png](#)
[others-devices-grey.png](#)
[powerby-logo.png](#)

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Hi Kendra,

The organizer of the event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” wrote to you:

Five minutes left before we begin the session, Cross-Sector Collaboration Groups: Moving the issue forward across sectors. Please begin transitioning to your Zoom breakout room.

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Nancy T. Thompson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 1:40:13 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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[android-grey.png](#)
[others-devices-grey.png](#)
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Hi Nancy,

The organizer of the event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” wrote to you:

Five minutes left before we begin the session, Cross-Sector Collaboration Groups: Moving the issue forward across sectors. Please begin transitioning to your Zoom breakout room.

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Superintendent](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 1:40:10 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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[android-grey.png](#)
[others-devices-grey.png](#)
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Hi Michael,

The organizer of the event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” wrote to you:

Five minutes left before we begin the session, Cross-Sector Collaboration Groups: Moving the issue forward across sectors. Please begin transitioning to your Zoom breakout room.

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Any questions about this event? [Contact us](#)

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Kevin Gilbert](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 1:40:09 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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[android-grey.png](#)
[others-devices-grey.png](#)
[powerby-logo.png](#)

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Hi Kevin,

The organizer of the event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” wrote to you:

Five minutes left before we begin the session, Cross-Sector Collaboration Groups: Moving the issue forward across sectors. Please begin transitioning to your Zoom breakout room.

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[Go to your account](#)

From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Joshua R. Wasilewski](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Friday, October 16, 2020 1:40:08 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[apple-grey.png](#)
[android-grey.png](#)
[others-devices-grey.png](#)
[powerby-logo.png](#)

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Hi Joshua,

The organizer of the event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” wrote to you:

Five minutes left before we begin the session, Cross-Sector Collaboration Groups: Moving the issue forward across sectors. Please begin transitioning to your Zoom breakout room.

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To download the **Evenium ConnexMe** app:



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[Download on Google Play](#)



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Any questions about this event? [Contact us](#)

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From: [Kevin F. Gilbert](#)
Sent: Wednesday, May 12, 2021 1:47 PM
To: [Angela Davis](#)

Good catch! I'll add them.

Kevin F. Gilbert, Ed.D.,
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin.F.Gilbert@hcpsd.net
410-313-1542 (office)
Princeton, MD, USA

"... it is not enough to be non-racist, we must be antiracist."
-Angela Davis

"... Society, as yet be failed to make some racism and got to good trouble, necessary trouble."
-Rep. John Lewis

*Please excuse any typos and mispellings as I am responding via mobile phone

Send from my phone

On Oct 16, 2020, at 1:04 PM, Joshua R. Waulwinski <jwaulwinski@hcpsd.net> wrote:

Kevin - Want to add the preceding article? Might include them as a separate folder. May come in handy.

Joshua R. Waulwinski
Principal
Long Reach High School
Howard County Public School System
jwaulwinski@hcpsd.net
<https://www.hcpsd.net/employees/26169741/joshua-r-waulwinski>

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From: Kevin Gilbert <Kevin.F.Gilbert@hcpsd.net>
Sent: Friday, October 16, 2020 12:29 PM
To: Joshua R. Waulwinski <jwaulwinski@hcpsd.net>; Kerinda Johnson <Kerinda.Johnson@hcpsd.net>; Kevin Gilbert <Kevin.F.Gilbert@hcpsd.net>; Michael Martinez <Michael.Martinez@hcpsd.net>; Nancy T. Thompson <Nancy.Thompson@hcpsd.net>; C. Brian W. Boush <C.Brian.W.Boush@hcpsd.net>; Kelly Agnew <Kelly.Agnew@hcpsd.net>; Carrie A. Shyeman <Carrie.A.Shyeman@hcpsd.net>; Yvonne L. Kelly <Yvonne.L.Kelly@hcpsd.net>; Rebecca Gough-Fisher

Hi Team,

I wanted to share the google drive TCF Bridges Collaborative <<https://www.tcfbridges.org/bridges-portal>>
<https://www.tcfbridges.org/bridges-portal>
which I created to put information in for our work with the collaborative. You only have viewing access. If you have things you'd like me to add, just send them my way I will make sure they get placed in the folder.

Thanks

Kevin

Kevin F. Gilbert, Ed.D.,
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin.F.Gilbert@hcpsd.net
410-313-1542 (office)
Princeton, MD, USA

"... it is not enough to be non-racist, we must be antiracist."
- Angela Davis

"Get to good trouble, necessary trouble, and help reduce the cost of America ..."
- Rep. John R. Lewis

[c:\naagp001.jpg@01DAA3BC-7080F730]

[image001.jpg](#)
-Systemic Inequality _ Displacement, Trust _ again - Center for American Progress.pdf
-Integration still plagues America, y schools, here, y have to solve it.pdf

From: [Kendra Johnson](#)
To: [Kevin Gilbert](#)
Subject: Re: Google Folder
Date: Friday, October 16, 2020 1:04:34 PM
Attachments: [Outlook-School Mgm.png](#)

Indeed. Dr. M said it will only be one hour so I will rejoin as soon as it is over.

Kendra V. Johnson, J.D., Ed.D.
Community Superintendent (Area III)
Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
Phone: 410.313.1543

"Without community, there is no liberation. - Audre Lorde"



From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Friday, October 16, 2020 1:04 PM
To: Kendra Johnson <Kendra_Johnson1@hcpss.org>
Subject: Re: Google Folder

Send cabinet my love ...

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcpss.org
410-313-1542
Pronouns: He, Him, His

“ ... it is not enough to be non-racist, we must be antiracist.
-Angela Davis

“... Never, ever be afraid to make some noise and get in good trouble, necessary trouble.”
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone

Sent from my iPhone

On Oct 16, 2020, at 12:59 PM, Kendra Johnson <Kendra_Johnson1@hcpss.org> wrote:

I am headed into cabinet.

Kendra V. Johnson, J.D., Ed.D.
Community Superintendent (Area III)
Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
Phone: 410.313.1543

"Without community, there is no liberation. - Audre Lorde"
<Outlook-School Mgm.png>

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Friday, October 16, 2020 12:56 PM
To: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>
Cc: Brian W. Bassett <Brian_Bassett@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>
Subject: Google Folder

Hi Team,

I wanted to share this google folder [TCF Bridges Collaborative](#) which I created to put information in for our work with the collaborative. You only have viewing access. If you have things you'd like me to add, just send them my way I will make sure they get placed in the folder.

Thanks

Kevin

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin_Gilbert@hcpss.org
410-313-1542 (office)
Pronouns: He, Him, His

"... it is not enough to be non-racist, we must be antiracist."
- Angela Davis

"Get in good trouble, necessary trouble, and help redeem the soul of America ..."
- Rep. John R. Lewis



From: [Joshua R. Wasilewski](#)
To: [Jennifer L. Whiddon](#); [Malcolm S. Anderson](#); [Richard Smart](#); [Cynthia L. Jaksec](#); [Arnetta Young](#); [Kevin A. Dorsey](#)
Subject: Bridges Collaborative
Date: Friday, October 16, 2020 12:23:47 PM

Hi Team -

Your Required Reading: [HCPSS Policy 1080](#)

Highly Recommend Reading: These were the pre-reading we had for yesterday and today. Stefan Lallinger, is a member of the collaborative (USA today article).



Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration

<https://www.americanprogress.org/issues/race/reports/2019/08/07/472617/systemic-inequality-displacement-exclusion-segregation/>
<https://www.usatoday.com/story/opinion/2020/06/23/why-segregation-still-plagues-americas-schools-and-how-fix-column/3234499001/>

Josh

Joshua R. Wasilewski
Principal
Long Reach High School
Howard County Public School System



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From: [Joshua R. Wasilewski](#)
To: [Kevin Gilbert](#)
Subject: Fw: [External] Starts in 2 Hours! Join us for Opening Remarks and John B. King, Jr.!
Date: Friday, October 16, 2020 11:23:18 AM
Attachments: [email-event-banner-1601582647520.png](#)
[powerby-logo.png](#)
[Bridges Collaborative Inaugural National Convening Final Agenda with Zoom Links.pdf](#)

Joshua R. Wasilewski
Principal
Long Reach High School
Howard County Public School System



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From: Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration <bridges-collaborative-inaugural-national-convening-reinvigorati@reply.evenium.com>
Sent: Thursday, October 15, 2020 9:30 AM
To: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>
Subject: [External] Starts in 2 Hours! Join us for Opening Remarks and John B. King, Jr.!

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Josh Wasilewski,

Thank you for registering to attend our upcoming event, **Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration.**

The two-day convening will be held on **Thursday, October 15, and Friday, October 16, from 11:30 am to 4:00 pm ET (both days).**

At the time of the event, please join by clicking [here](#).

As a reminder, please note that:

1. The afternoon breakout sessions will be held in Zoom. We strongly encourage you to **download the latest version of the Zoom desktop app** (5.3 or later) or iOS/Android app. This will increase the quality of your experience and provide a seamless translation between breakout sessions. Please visit <https://zoom.us/download> to download the desktop app.
1. The Zoom links for your breakout sessions can be found on your agenda in the Evenium virtual event platform, as well as in the agenda attached.

In addition, attached is an event guide with details on using the virtual event platform.

For any questions, please contact events@tcf.org.

In addition, attached is an event guide with details on using the virtual event platform.

For any questions please contact: events@tcf.org

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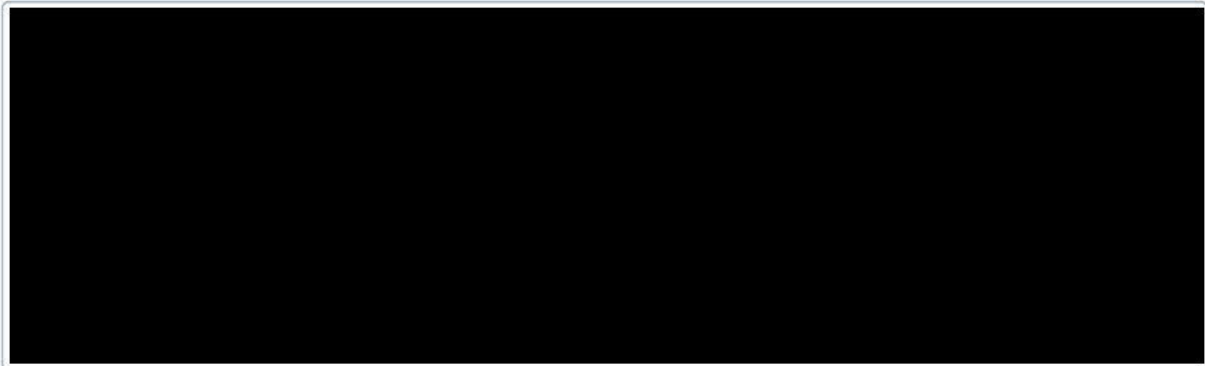
Event management with Interactive Mobile App

From: [Twitter](#)
To: [Nancy T. Thompson](#)
Subject: [External] [REDACTED] tweeted: ??This is what's at stake!
Date: Friday, October 16, 2020 8:03:28 AM

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Your Highlights



Talbott Springs ES
[@hcpss_tses](#)

So proud be able to participate in the Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration. Thank you HCPSS! [@HCPSS](#) [@mjmsuper](#) [@bridgescollaborative](#) [@hcpss_lrhs](#) [@TSESPTA](#)



4

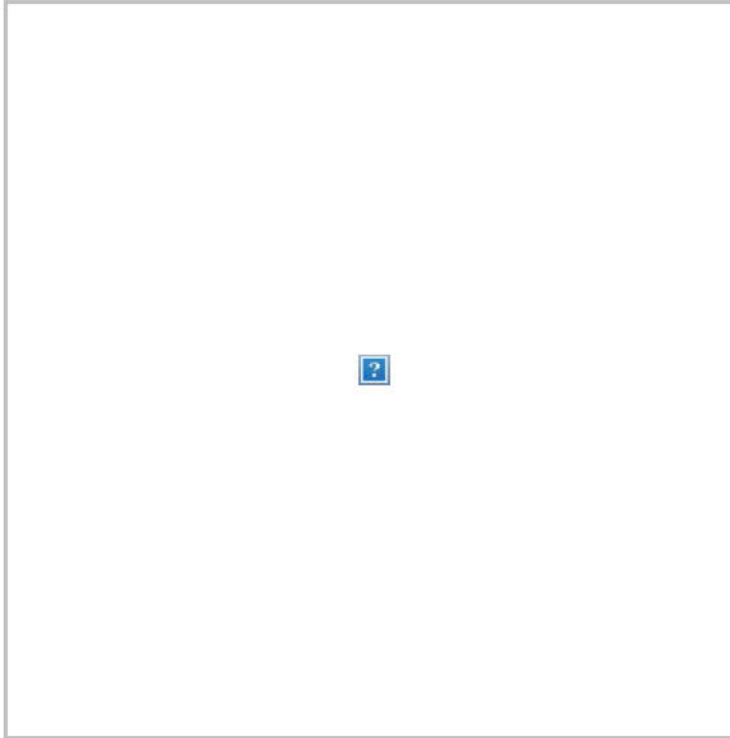


Pointers Run ES

@hcpss_pres

Today is Walking Wednesday. Join in on the fun and get some exercise.

@PRESPhysEd



Hammond High School

@hcpss_hahs

The registration deadline for college credit at the Rochester Institute of Technology through the successful completion of PLTW IED is November 2, 2020. Registration forms and more information can be found at -

For Students & Parents

rit.edu



1



The Scroll
@OMScroll

Families and victims set up chairs near white house to remember those lost To COVID-19

Families and victims set up chairs near white house to remember those lost To COVID-19

By: Adaeze Igwegbe Over 213,000 people have died in the US from the COVID virus in just a mat... [more](#)

omscroll.com



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We sent this email to @NancyTh74885360. [Unsubscribe](#)

Twitter, Inc. 1355 Market Street, Suite 900 San Francisco, CA 94103

From: [Nancy T. Thompson](#)
To: [Tricia Blackman](#)
Subject: TSES PTA Admin Report 10-15-2020
Date: Thursday, October 15, 2020 6:57:51 PM
Attachments: [PTA Admin Report 10-15-2020.pdf](#)

Hi Tricia,
Please find my report attached!
See you in a minute.
Nancy

Nancy Thompson
Principal, Talbott Springs Elementary School
Howard County Public School System
410-313-6915

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From: [Kirsten Coombs](#)
To: [Michael Martirano](#); [Chao Wu](#)
Cc: [Kevin Gilbert](#); [Vicky Cutroneo](#); [Karalee Turner-Little](#); [BoE Email](#); [Jahantab Siddiqui](#); [Mark Blom](#); [Kathleen V. Hanks](#)
Subject: Re: Century Foundation partnership
Date: Thursday, October 15, 2020 3:48:42 PM

As we didn't get the link to login to the event, could we get the recording from today's sessions? Could we get the link for tmw's sessions as well?

Regards,

Kirsten Coombs
Member
Howard County Board of Education

667-786-3867

From: Michael Martirano <Michael_Martirano@hcpss.org>
Sent: Thursday, October 15, 2020 9:50 AM
To: Chao Wu <Chao_Wu@hcpss.org>
Cc: Kirsten Coombs <Kirsten_Coombs@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>; BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>; Kathleen V. Hanks <Kathleen_Hanks@hcpss.org>
Subject: Re: Century Foundation partnership

I will be scheduling an administrative function meeting next week to discuss a myriad of topics and I will add this to my agenda.

Dr. M.

Dr. Michael J. Martirano
Superintendent
Howard County Public School System
10910 Clarksville Pike
Ellicott City, Maryland 21042

“The time is always right to do what is right.”
Martin Luther King, Jr.

On Oct 14, 2020, at 10:24 PM, Chao Wu <Chao_Wu@hcpss.org> wrote:

Kirsten, thanks for raising up the awareness of this issue.

Mavis, can we include this topic in our next close meeting?

Thanks.

Chao

Dr. Chao Wu
Board of Education of Howard County
www.hcpss.org

From: Kirsten Coombs <Kirsten_Coombs@hcpss.org>

Sent: Wednesday, October 14, 2020 10:05 PM

To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>

Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>

Subject: Re: Century Foundation partnership

Hello,

I have many more questions about why the Board was not informed during the application and selection process. Although I agree with all of the intended goals of participation and support that fully, I continue to be concerned in many areas about the lack of communication to the Board, particularly regarding topics in which the community has been divided.

Unfortunately, this is not the first, second, or third time I have found out about a major endeavor from social media or press release from our own agency. Even if I agree with the goals of the endeavor, as an equal member of this Board, and the oversight body of the Superintendent, I do not appreciate learning about these initiatives at the same time the public does.

In addition, whenever possible, I would appreciate information on ways to participate in these important activities for our school system. Instead, I am ill-equipped to respond to community questions about our participation in this program, as I have not been briefed on the details.

As you know, I am not one to micromanage the administration. When issues are certain to elicit community concern, I would at minimum appreciate being informed about them prior to information being released, so that I can respond to our community's questions.

Please provide a timeline about the process, the submission guidelines, and the notification of acceptance and what the future participation requirements are. I would also like to know how the presentation process and selection occurred.

As Dr. Gilbert indicated in his email, TCF has been in close communication with staff at HCPSS since last year. Could you provide the details on the timing and substance of these discussions?

Our system thrives on diversity and we must improve outcomes for students who have been left behind for decades. I am in full support of these efforts. However, we must do so in a transparent method that invites the community in, and that is in opposition to the previous administration's practices.

Thank you,
Kirsten

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From: Kirsten Coombs

Sent: Tuesday, October 13, 2020 7:15:36 PM

To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>

Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>

Subject: RE: Century Foundation partnership

Dr. Gilbert,
Will we get information allowing us to log in to the sessions?

Thanks,
Kirsten

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>

Sent: Monday, October 12, 2020 11:32 PM

To: Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>; Kirsten Coombs <Kirsten_Coombs@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>

Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>

Subject: RE: Century Foundation partnership

Ms. Coombs, Ms. Cutroneo, and other members of the Board,

Thank you for your questions, and allow me to clarify the purpose of this cohort. As you are aware, the question of school integration is one that is not unique to Howard County Public School System. Research has been very clear that public schools nationally have become more segregated, and school districts across this country are wrestling with how to change this trend.

Because of its focus on school integration, The Century Foundation (TCF) was

very interested in our most recent redistricting process and published several articles throughout the process. They remained tightly connected with our Communications Office to understand the ways we were embedding equity into redistricting efforts and they quickly identified - and commended - the uniqueness of our efforts. Their interest continued even beyond the conclusion of redistricting as they began outlining the inaugural Bridges Collaborative.

After TCF announced that it was seeking to bring a collection of school districts and other agencies together to serve as a bit of think tank to help school districts in the U.S. be bold and courageous in creating more equitable school districts through integration, HCPSS was invited to be a part of this collaborative. We felt, one, we had a lot to offer other districts in understanding the work, commitment, and courage it takes to address integration head on in advancing equity, and two, we felt it coincided nicely with our educational equity policy 1080, which we were working to finalize at the same time.

As the TCF press release states: ... “this inaugural cohort features 56 organizations—including 27 school districts, 17 charter schools, and 12 housing organizations—which together represent more than 3.5 million children nationwide, and the collaborative spans more than 20 states ...” Additionally, we have been identified as a significant influencer as Dr. Martirano and I will be presenting an overview of our redistricting process to the Collaborative at an upcoming meeting.

Please note that, we will not be drawing on any conclusions and will not be sharing anything that isn’t already in the public realm related to last year’s redistricting work. There is no cost for participation, and we are excited at the opportunities that will be available to us to learn from others and bring that back to the Board and our communities.

The HCPSS representative team on the Collaborative are Dr. Martirano, Community Superintendent Kendra Johnson, Principals Nancy Thompson and Joshua Wasilewski, and myself.

At this point, there wasn't much to share as the work hasn't yet begun but we look forward to bringing what we learn to the Board and HCPSS community at a later date.

Hope this helps.

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin_Gilbert@hcpss.org
410-313-1542 (office)
Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.”

- Angela Davis

“Get in good trouble, necessary trouble, and help redeem the soul of America ...”

- Rep. John R. Lewis

<image002.jpg>

From: Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>

Sent: Monday, October 12, 2020 6:24 PM

To: Kirsten Coombs <Kirsten_Coombs@hcpss.org>; Michael Martirano

<Michael_Martirano@hcpss.org>; Karalee Turner-Little

<Karalee_TurnerLittle@hcpss.org>

Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>;

Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>

Subject: Re: Century Foundation partnership

To follow up with Ms Coomb's questions, The Board should be presented the information from the Board's own redistricting process and conclusions and have discussion in public prior to release to any outside organizations.

Regards,
Vicky Cutroneo, Vice Chair
Howard County Board of Education

Regards,
Vicky Cutroneo, Vice Chair
Howard County Board of Education

From: Kirsten Coombs <Kirsten_Coombs@hcpss.org>

Sent: Monday, October 12, 2020 5:44:32 PM

To: Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little

<Karalee_TurnerLittle@hcpss.org>

Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>;

Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>

Subject: Re: Century Foundation partnership

Further questions -

I see that you (Dr. M) & Dr. Gilbert are presenting. The info on the website says

that participants have received links to the two days of opening session later this week. Will we be provided with info on this and how it came about? Is student info from HCPSS being shared with this organization? How is this being funded?

Regards,

Kirsten Coombs
Member
Howard County Board of Education

667-786-3867

From: Kirsten Coombs

Sent: Monday, October 12, 2020 11:26 AM

To: Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little
<Karalee_TurnerLittle@hcpss.org>

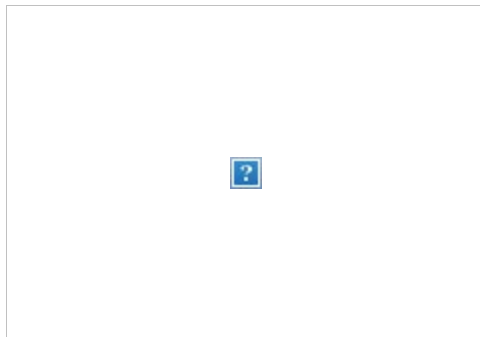
Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>

Subject: Century Foundation partnership

Hello,

Could we get more information on this? It says that HCPSS is part of the inaugural cohort, but I don't see any info in my email about this. How was this applied for, what are the costs, who is paying for this, etc.?

<https://tcf.org/content/about-tcf/tcf-launches-bridges-collaborative-unprecedented-grassroots-initiative-advance-school-integration/>



[TCF Launches the
Bridges
Collaborative, An
Unprecedented
Grassroots
Initiative to
Advance School
Integration](https://tcf.org/content/about-tcf/tcf-launches-bridges-collaborative-unprecedented-grassroots-initiative-advance-school-integration/)

The Bridges Collaborative, a first-of-its kind grassroots initiative to advance racial and socioeconomic integration and equity in America's schools, officially

Thank you,
Kirsten

Regards,

Kirsten Coombs
Member
Howard County Board of Education

667-786-3867

From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Kendra Johnson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 3:09:16 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Nancy T. Thompson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 3:09:14 PM
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To: [Superintendent](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 3:09:11 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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To: [Kevin Gilbert](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 3:09:08 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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To: [Joshua R. Wasilewski](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
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Hi Joshua,

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From: [Kevin Gilbert](#)
To: [Kendra Johnson](#); [Joshua R. Wasilewski](#); [Michael Martirano](#); [Nancy T. Thompson](#)
Subject: RE: Link to individual meeting
Date: Thursday, October 15, 2020 2:47:00 PM
Attachments: [image002.png](#)

Hi Team,

I created us a google meet to do this individual team meeting since there seems to be issues with the zoom one ... Please jump into this space

[Join with Google Meet](#)

[REDACTED]

[REDACTED]

[REDACTED]

From: Kendra Johnson <Kendra_Johnson1@hcpss.org>
Sent: Thursday, October 15, 2020 2:38 PM
To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Brian W. Bassett <Brian_Bassett@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>
Subject: Re: Link to individual meeting

What is the meeting code? I cannot get in.

Kendra V. Johnson, J.D., Ed.D.
Community Superintendent (Area III)
Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
Phone: 410.313.1543

"Without community, there is no liberation. - Audre Lorde"



From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Thursday, October 15, 2020 2:30 PM
To: Brian W. Bassett <Brian_Bassett@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>;

Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>

Subject: Link to individual meeting

2:15-3:00pm ET Individual Team Session Breakout Session Each individual Bridges Collaborative team (about two to five individuals) will meet to engage in team-specific planning. Each team will have their own breakout room and a facilitation guide (but not an outside facilitator).

Districts A-M: [REDACTED] Districts
N-Z: [REDACTED]
Charters: [REDACTED] Housing
Organizations: [REDACTED]

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin_Gilbert@hcpss.org
410-313-1542 (office)
Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.”
- Angela Davis

“Get in good trouble, necessary trouble, and help redeem the soul of America ...”
- Rep. John R. Lewis



From: [Kevin Gilbert](#)
To: [Kendra Johnson](#); [Brian W. Bassett](#); [Carrie A. Slaysman](#); [Joshua R. Wasilewski](#); [Kathy Agans](#); [Michael Martirano](#); [Nancy T. Thompson](#); [Vivian L. Kelly](#)
Subject: RE: Link to individual meeting
Date: Thursday, October 15, 2020 2:39:20 PM
Attachments: [image002.png](#)

The password is [REDACTED]

From: Kendra Johnson <Kendra_Johnson1@hcpss.org>
Sent: Thursday, October 15, 2020 2:38 PM
To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Brian W. Bassett <Brian_Bassett@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>
Subject: Re: Link to individual meeting

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Community Superintendent (Area III)
Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
Phone: 410.313.1543

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Sent: Thursday, October 15, 2020 2:30 PM
To: Brian W. Bassett <Brian_Bassett@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>
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From: [Nancy T. Thompson](#)
To: [Kevin Gilbert](#); [Brian W. Bassett](#); [Carrie A. Slaysman](#); [Joshua R. Wasilewski](#); [Kathy Agans](#); [Kendra Johnson](#); [Michael Martirano](#); [Vivian L. Kelly](#)
Subject: Re: Link to individual meeting
Date: Thursday, October 15, 2020 2:35:51 PM
Attachments: [Individual Team Time Worksheet-270af95d-2799-4f3b-b181-8eb7c3da03cc.docx](#)
[Individual Team Time Facilitation Guide-54909abe-df1c-49d5-9626-e2f161aa39d4 \(1\).docx](#)

Nancy Thompson
Principal, Talbott Springs Elementary School
Howard County Public School System
410-313-6915

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Sent: Thursday, October 15, 2020 2:30 PM
To: Brian W. Bassett <Brian_Bassett@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>
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To: [Nancy T. Thompson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 1:40:17 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Hi Nancy,

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To: [Superintendent](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 1:40:17 PM
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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Kendra Johnson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 1:40:16 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[apple-grey.png](#)
[android-grey.png](#)
[others-devices-grey.png](#)
[powerby-logo.png](#)

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Hi Kendra,

The organizer of the event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” wrote to you:

Five minutes left before we begin the session, Student Monologues on Race and Identity Issues in Schools.

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Kevin Gilbert](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 1:40:12 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[apple-grey.png](#)
[android-grey.png](#)
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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Joshua R. Wasilewski](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 1:40:10 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Kendra Johnson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 12:49:14 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Hi Kendra,

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Nancy T. Thompson](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 12:49:14 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Hi Nancy,

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Superintendent](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 12:49:10 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[apple-grey.png](#)
[android-grey.png](#)
[others-devices-grey.png](#)
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Hi Michael,

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Kevin Gilbert](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 12:49:06 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration via Evenium](#)
To: [Joshua R. Wasilewski](#)
Subject: [External] [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration]
Message from organizer
Date: Thursday, October 15, 2020 12:49:05 PM
Attachments: [emailevent-banner-1601582647520.png](#)
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Hi Joshua,

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From: [Evenium](#)
To: [Kendra Johnson](#)
Subject: [External] Make your Evenium account secure for your event "Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration"
Date: Thursday, October 15, 2020 11:31:44 AM
Attachments: [facebook.png](#)
[twitter.png](#)
[email.png](#)
[blog.png](#)
[powerby-logo.png](#)

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Welcome to Evenium!

Dear Kendra,

In order to access your event 'Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration', your Evenium account must be secured.

[REDACTED]
If you haven't registered with Evenium, [REDACTED]

Thank you for using Evenium!

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From: [Evenium](#)
To: [Joshua R. Wasilewski](#)
Subject: [External] Make your Evenium account secure for your event "Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration"
Date: Thursday, October 15, 2020 11:29:08 AM
Attachments: [facebook.png](#)
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Welcome to Evenium!

Dear Joshua,

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From: [Evenium](#)
To: [Nancy T. Thompson](#)
Subject: [External] Make your Evenium account secure for your event "Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration"
Date: Thursday, October 15, 2020 11:23:33 AM
Attachments: [facebook.png](#)
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From: [Evenium](#)
To: [Kevin Gilbert](#)
Subject: [External] Make your Evenium account secure for your event "Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration"
Date: Thursday, October 15, 2020 11:19:33 AM
Attachments: [facebook.png](#)
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From: [Evenium](#)
To: [Superintendent](#)
Subject: [External] Make your Evenium account secure for your event "Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration"
Date: Thursday, October 15, 2020 11:12:20 AM
Attachments: [facebook.png](#)
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[REDACTED]
If you haven't registered with Evenium, [REDACTED]

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From: [Kendra Johnson](#)
To: [Dr. Kendra V. Johnson](#)
Subject: Fw: HCPSS Bridges Cohort Team Meeting
Date: Thursday, October 15, 2020 11:11:53 AM
Attachments: [Outlook-School Mgm.png](#)

Kendra V. Johnson, J.D., Ed.D.
Community Superintendent (Area III)
Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
Phone: 410.313.1543

"Without community, there is no liberation. - Audre Lorde"



From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Thursday, October 15, 2020 3:13 AM
To: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>
Cc: Kathy Agans <Kathy_Agans@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>; Brian W. Bassett <Brian_Bassett@hcpss.org>
Subject: HCPSS Bridges Cohort Team Meeting

Hi Team,

Sorry for late notice, but I have created a zoom meeting for us to get together prior to the collaborative starting at 11:30. I have scheduled it for 10:45-11:25, but please pop in when you can. I sent a meeting invite with the link information. If you don't see it, I have put the info below. This is not mandatory, so if you can't make it, that is fine. I just want to make sure everyone got the agenda with the links, and Dr. Martirano and I may spend some time walking through the presentation we have later in the afternoon.

See you soon ... here is the info

Kevin

Topic: Bridges Collaborative Team Meeting
Time: Oct 15, 2020 10:30 AM Eastern Time (US and Canada)

Join Zoom Meeting

[REDACTED]

[REDACTED]

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin_Gilbert@hcpss.org
410-313-1542 (office)
Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.”
- Angela Davis

“Get in good trouble, necessary trouble, and help redeem the soul of America ...”
- Rep. John R. Lewis



From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Kevin Gilbert](#)
Subject: [External] Starts in 2 Hours! Join us for Opening Remarks and John B. King, Jr.!
Date: Thursday, October 15, 2020 9:31:12 AM
Attachments: [emailevent-banner-1601582647520.png](#)
[powerby-logo.png](#)
[Bridges Collaborative Inaugural National Convening Final Agenda with Zoom Links.pdf](#)

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Kevin Gilbert,

Thank you for registering to attend our upcoming event, **Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration**.

The two-day convening will be held on **Thursday, October 15, and Friday, October 16, from 11:30 am to 4:00 pm ET (both days)**.

At the time of the event, please join by clicking [here](#).

As a reminder, please note that:

1. The afternoon breakout sessions will be held in Zoom. We strongly encourage you to **download the latest version of the Zoom desktop app** (5.3 or later) or iOS/Android app. This will increase the quality of your experience and provide a seamless translation between breakout sessions. Please visit <https://zoom.us/download> to download the desktop app.
1. The Zoom links for your breakout sessions can be found on your agenda in the Evenium virtual event platform, as well as in the agenda attached.

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Superintendent](#)
Subject: [External] Starts in 2 Hours! Join us for Opening Remarks and John B. King, Jr.!
Date: Thursday, October 15, 2020 9:30:50 AM
Attachments: [emailevent-banner-1601582647520.png](#)
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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Michael Martirano](#)
Subject: [External] Starts in 2 Hours! Join us for Opening Remarks and John B. King, Jr.!
Date: Thursday, October 15, 2020 9:30:36 AM
Attachments: [emailevent-banner-1601582647520.png](#)
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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Kendra Johnson](#)
Subject: [External] Starts in 2 Hours! Join us for Opening Remarks and John B. King, Jr.!
Date: Thursday, October 15, 2020 9:30:35 AM
Attachments: [emailevent-banner-1601582647520.png](#)
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To: [Nancy T. Thompson](#)
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Date: Thursday, October 15, 2020 9:30:33 AM
Attachments: [emailevent-banner-1601582647520.png](#)
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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Joshua R. Wasilewski](#)
Subject: [External] Starts in 2 Hours! Join us for Opening Remarks and John B. King, Jr.!
Date: Thursday, October 15, 2020 9:30:23 AM
Attachments: [emailevent-banner-1601582647520.png](#)
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Joshua Wasilewski,

Thank you for registering to attend our upcoming event, **Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration**.

The two-day convening will be held on **Thursday, October 15, and Friday, October 16, from 11:30 am to 4:00 pm ET (both days)**.

At the time of the event, please join by clicking [here](#).

As a reminder, please note that:

1. The afternoon breakout sessions will be held in Zoom. We strongly encourage you to **download the latest version of the Zoom desktop app** (5.3 or later) or iOS/Android app. This will increase the quality of your experience and provide a seamless translation between breakout sessions. Please visit <https://zoom.us/download> to download the desktop app.
1. The Zoom links for your breakout sessions can be found on your agenda in the Evenium virtual event platform, as well as in the agenda attached.

In addition, attached is an event guide with details on using the virtual event platform.

For any questions, please contact events@tcf.org.

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For any questions please contact: events@tcf.org

If you no longer wish to receive emails from us, [click here](#)

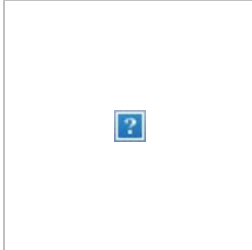


Event management with Interactive Mobile App

From: [Joshua R. Wasilewski](#)
To: [Cynthia L. Jaksec](#)
Subject: Fw: HCPSS Bridges Cohort Team Meeting
Date: Thursday, October 15, 2020 8:51:32 AM

CAL

Joshua R. Wasilewski
Principal
Long Reach High School
Howard County Public School System



This e-mail, including any attachments, is CONFIDENTIAL and may be legally privileged. If you are not an intended recipient or an authorized representative of an intended recipient, you are prohibited from using, copying or distributing the information in this e-mail or its attachments. If you have received this e-mail in error, please notify the sender immediately by return e-mail and delete all copies of this message and any attachments. Thank you.

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Sent: Thursday, October 15, 2020 3:13 AM
To: Joshua R. Wasilewski <Joshua_Wasilewski@hcpss.org>; Kendra Johnson <Kendra_Johnson1@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Nancy T. Thompson <Nancy_Thompson@hcpss.org>
Cc: Kathy Agans <Kathy_Agans@hcpss.org>; Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Vivian L. Kelly <Vivian_Kelly@hcpss.org>; Brian W. Bassett <Brian_Bassett@hcpss.org>
Subject: HCPSS Bridges Cohort Team Meeting

Hi Team,

Sorry for late notice, but I have created a zoom meeting for us to get together prior to the collaborative starting at 11:30. I have scheduled it for 10:45-11:25, but please pop in when you can. I sent a meeting invite with the link information. If you don't see it, I have put the info below. This is not mandatory, so if you can't make it, that is fine. I just want to make sure everyone got the agenda with the links, and Dr. Martirano and I may spend some time walking through the presentation we have later in the afternoon.

See you soon ... here is the info

Kevin

Topic: Bridges Collaborative Team Meeting
Time: Oct 15, 2020 10:30 AM Eastern Time (US and Canada)

Join Zoom Meeting

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Kevin F. Gilbert, Ed.D.

Director of Diversity, Equity, and Inclusion

Howard County Public School System

Kevin_Gilbert@hcpss.org

410-313-1542 (office)

Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.”

- Angela Davis

“Get in good trouble, necessary trouble, and help redeem the soul of America ...”

- Rep. John R. Lewis



From: [Kendra Johnson](#)
To: [Anissa Dennis](#); [Ron K. Morris](#)
Subject: Fwd: HCPSS Bridges Cohort Team Meeting
Date: Thursday, October 15, 2020 8:00:54 AM

FYI

I will be toggling between two meetings today. Ron, I will have my camera on during our meeting with Area 3.

After today, I will be able to share more about this effort. Right now, I am not too sure.

Kendra V. Johnson, J.D., Ed.D.
Community Superintendent - Area 3

Begin forwarded message:

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Date: October 15, 2020 at 3:13:56 AM EDT
To: "Joshua R. Wasilewski" <Joshua_Wasilewski@hcpss.org>, Kendra Johnson <Kendra_Johnson1@hcpss.org>, Kevin Gilbert <Kevin_Gilbert@hcpss.org>, Michael Martirano <Michael_Martirano@hcpss.org>, "Nancy T. Thompson" <Nancy_Thompson@hcpss.org>
Cc: Kathy Agans <Kathy_Agans@hcpss.org>, "Carrie A. Slaysman" <Carrie_Slaysman@hcpss.org>, "Vivian L. Kelly" <Vivian_Kelly@hcpss.org>, "Brian W. Bassett" <Brian_Bassett@hcpss.org>
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See you soon ... here is the info

Kevin

Topic: Bridges Collaborative Team Meeting
Time: Oct 15, 2020 10:30 AM Eastern Time (US and Canada)

Join Zoom Meeting



[REDACTED]

[REDACTED]

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin_Gilbert@hcpss.org
410-313-1542 (office)
Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.”
<!--[if !supportLists]--> <!--[endif]-->Angela Davis

“Get in good trouble, necessary trouble, and help redeem the soul of America ...”
<!--[if !supportLists]--> <!--[endif]-->Rep. John R. Lewis



From: [Carrie A. Slaysman](#)
To: [Michael Martirano](#)
Cc: [Kathy Agans](#)
Subject: FW: Power Point Presentation for Bridges
Date: Thursday, October 15, 2020 7:56:16 AM
Attachments: [Martirano and Gilbert Bridges Collaborative Presentation.pptx](#)
[image001.png](#)

GM! Dr. M.,

Kevin G. sent this information to you this morning. Making sure you have it. This information is on your calendar.

Thanks,

C

Carrie A. Slaysman
Executive Assistant



Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
410-313-6814
carrie_slaysman@hcpss.org

Subject: Power Point Presentation for Bridges

Hi Dr. Martirano,

Please find the powerpoint for our presentation today. I had to cut the original presentation down significantly because they asked us to keep it to six slides, but as you can see the best I was able to do was 13 ... LOL.

I believe this answers all the questions they have asked us to cover. I had to add a demographic slide and vision and mission slide at the beginning per their request. I will actually do those two slides and turn it over to you for the actual redistricting slides. They have asked us to present for 20 minutes and then facilitate a question and answer session for 20 minutes. I will do that once you finish the slides on redistricting. I have also created a zoom meeting for the team to attend at 10:45 am – 11:25 am, we can go through the presentation during that time as well.

Kevin

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System

Kevin_Gilbert@hcpss.org

410-313-1542 (office)

Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.”

- Angela Davis

“Get in good trouble, necessary trouble, and help redeem the soul of America ...”

- Rep. John R. Lewis



From: [Jahantab Siddiqui](#)
To: [Brian W. Bassett](#)
Subject: Fwd: Century Foundation partnership
Date: Wednesday, October 14, 2020 10:33:54 PM

FYI

Sent from my iPhone

Begin forwarded message:

From: Kirsten Coombs <Kirsten_Coombs@hcpss.org>
Date: October 14, 2020 at 10:05:54 PM EDT
To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>, Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>, Michael Martirano <Michael_Martirano@hcpss.org>, Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>
Cc: BoE Email <boe@hcpss.org>, Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>, Mark Blom <Mark_Blom@hcpss.org>
Subject: Re: Century Foundation partnership

Hello,

I have many more questions about why the Board was not informed during the application and selection process. Although I agree with all of the intended goals of participation and support that fully, I continue to be concerned in many areas about the lack of communication to the Board, particularly regarding topics in which the community has been divided.

Unfortunately, this is not the first, second, or third time I have found out about a major endeavor from social media or press release from our own agency. Even if I agree with the goals of the endeavor, as an equal member of this Board, and the oversight body of the Superintendent, I do not appreciate learning about these initiatives at the same time the public does.

In addition, whenever possible, I would appreciate information on ways to participate in these important activities for our school system. Instead, I am ill-equipped to respond to community questions about our participation in this program, as I have not been briefed on the details.

As you know, I am not one to micromanage the administration. When issues are certain to elicit community concern, I would at minimum appreciate being informed about them prior to information being released, so that I can respond to our community's questions.

Please provide a timeline about the process, the submission guidelines, and the notification of acceptance and what the future participation requirements are. I would also like to know how the presentation process and selection occurred.

As Dr. Gilbert indicated in his email, TCF has been in close communication with staff at HCPSS since last year. Could you provide the details on the timing and substance of these discussions?

Our system thrives on diversity and we must improve outcomes for students who have been left behind for decades. I am in full support of these efforts. However, we must do so in a transparent method that invites the community in, and that is in opposition to the previous administration's practices.

Thank you,
Kirsten

Get [Outlook for iOS](#)

From: Kirsten Coombs

Sent: Tuesday, October 13, 2020 7:15:36 PM

To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>

Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>

Subject: RE: Century Foundation partnership

Dr. Gilbert,
Will we get information allowing us to log in to the sessions?

Thanks,
Kirsten

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>

Sent: Monday, October 12, 2020 11:32 PM

To: Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>; Kirsten Coombs <Kirsten_Coombs@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>

Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>

Subject: RE: Century Foundation partnership

Ms. Coombs, Ms. Cutroneo, and other members of the Board,

Thank you for your questions, and allow me to clarify the purpose of this cohort. As you are aware, the question of school integration is one that is not unique to Howard County Public School System. Research has been very clear that public schools nationally have become more segregated, and school districts across this country are wrestling with how to change this trend.

Because of its focus on school integration, The Century Foundation (TCF) was very interested in our most recent redistricting process and published several articles throughout the process. They remained tightly connected with our Communications Office to understand the ways we were embedding equity into redistricting efforts and they quickly identified - and commended - the uniqueness of our efforts. Their interest continued even beyond the conclusion of redistricting as they began outlining the inaugural Bridges Collaborative.

After TCF announced that it was seeking to bring a collection of school districts and other agencies together to serve as a bit of think tank to help school districts in the U.S. be bold and courageous in creating more equitable school districts through integration, HCPSS was invited to be a part of this collaborative. We felt, one, we had a lot to offer other districts in understanding the work, commitment, and courage it takes to address integration head on in advancing equity, and two, we felt it coincided nicely with our educational equity policy 1080, which we were working to finalize at the same time.

As the TCF press release states: ... “this inaugural cohort features 56 organizations—including 27 school districts, 17 charter schools, and 12 housing organizations—which together represent more than 3.5 million children nationwide, and the collaborative spans more than 20 states ...” Additionally, we have been identified as a significant influencer as Dr. Martirano and I will be presenting an overview of our redistricting process to the Collaborative at an upcoming meeting.

Please note that, we will not be drawing on any conclusions and will not be sharing anything that isn’t already in the public realm related to last year’s redistricting work. There is no cost for participation, and we are excited at the opportunities that will be available to us to learn from others and bring that back to the Board and our communities.

The HCPSS representative team on the Collaborative are Dr. Martirano, Community Superintendent Kendra Johnson, Principals Nancy Thompson and Joshua Wasilewski, and myself.

At this point, there wasn't much to share as the work hasn't yet begun but we look forward to bringing what we learn to the Board and HCPSS community at a later date.

Hope this helps.

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin_Gilbert@hcpss.org
410-313-1542 (office)
Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.”

- Angela Davis

“Get in good trouble, necessary trouble, and help redeem the soul of America ...”

- Rep. John R. Lewis



From: Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>
Sent: Monday, October 12, 2020 6:24 PM
To: Kirsten Coombs <Kirsten_Coombs@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>
Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>
Subject: Re: Century Foundation partnership

To follow up with Ms Coomb's questions, The Board should be presented the information from the Board's own redistricting process and conclusions and have discussion in public prior to release to any outside organizations.

Regards,
Vicky Cutroneo, Vice Chair
Howard County Board of Education

Regards,
Vicky Cutroneo, Vice Chair
Howard County Board of Education

From: Kirsten Coombs <Kirsten_Coombs@hcpss.org>
Sent: Monday, October 12, 2020 5:44:32 PM
To: Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>
Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>; Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>
Subject: Re: Century Foundation partnership

Further questions -

I see that you (Dr. M) & Dr. Gilbert are presenting. The info on the website says that participants have received links to the two days of opening session later this week. Will we be provided with info on this and how it came about? Is student info from HCPSS being shared with this organization? How is this being funded?

Regards,

Kirsten Coombs
Member
Howard County Board of Education

667-786-3867

From: Kirsten Coombs

Sent: Monday, October 12, 2020 11:26 AM

To: Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>

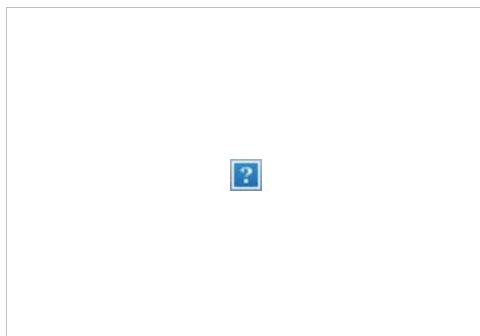
Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>

Subject: Century Foundation partnership

Hello,

Could we get more information on this? It says that HCPSS is part of the inaugural cohort, but I don't see any info in my email about this. How was this applied for, what are the costs, who is paying for this, etc.?

<https://tcf.org/content/about-tcf/tcf-launches-bridges-collaborative-unprecedented-grassroots-initiative-advance-school-integration/>



[TCF Launches the
Bridges
Collaborative, An
Unprecedented
Grassroots
Initiative to
Advance School
Integration](https://tcf.org/content/about-tcf/tcf-launches-bridges-collaborative-unprecedented-grassroots-initiative-advance-school-integration/)

The Bridges Collaborative, a first-of-its kind grassroots initiative to advance racial and socioeconomic

integration and equity in
America's schools, officially
tcf.org

Thank you,
Kirsten

Regards,

Kirsten Coombs
Member
Howard County Board of Education
667-786-3867

From: [Superintendent](#)
To: [Michael Martirano](#)
Cc: [Carrie A. Slaysman](#)
Subject: FW: [External] Important Event Information: Bridges Collaborative Inaugural National Convening
Date: Wednesday, October 14, 2020 7:44:06 PM
Attachments: [Bridges Collaborative Inaugural National Convening Final Agenda with Zoom Links.pdf](#)
[Bridges Collaborative Recipe Cards.pdf](#)
[image001.png](#)

Dr. M.,

Information for the Bridges event – thought you might like to have this information. This information and attachments will also be added to your calendar.

Take care.

Best regards,
Kathy

Kathy Agans
Howard County Public School System



Phone: 410.313.6677

Email: kathy_agans@hcpss.org

From: The Bridges Collaborative <bridgescollaborative@tcf.org>

Sent: Wednesday, October 14, 2020 6:03 PM

Subject: [External] Important Event Information: Bridges Collaborative Inaugural National Convening

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Dear Bridge Collaborative member,

We are excited to welcome you tomorrow to **The Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration.**

The two-day convening will be held on **Thursday, October 15, and Friday, October 16, from 11:30 am to 4:00 pm ET (both days).**

Below are **essential things to know** to ensure you have the best event experience.

- 1.
2. At the time of the event,

3. please **join by clicking**

4. [here](#).

5.

2.

3. The afternoon breakout sessions

4. will be held in Zoom. We strongly encourage you to **download the latest**

5. **version of the Zoom desktop app** (5.3 or later) or iOS/Android app. This will increase the

6. quality of your experience and provide a seamless translation between breakout sessions. Please visit

7. <https://zoom.us/download>

8. to download the desktop app.

9.

3.

4. The Zoom links for your

5. breakout sessions can be found on your agenda in the Evenium virtual event platform, as well as in the

6. **attached agenda**.

7.

4.

5. During the convening, we've

6. incorporated several breaks (and a Happy Hour) that are designed to engage, energize, and entertain you! Attached you will find some food and beverage recipes for your enjoyment during these much-needed moments. Be sure to share what you made!

7.

5.

6. Finally,

[7.](#)

8. [linked here](#), you will find a platform event guide with details on using the virtual event platform.

9.

For any questions, please contact events@tcf.org.

From: [Erika Kennedy](#)
To: [Kevin Gilbert](#)
Subject: [External] Zoom Link and Final Logistics - Bridges Collaborative Inaugural National Convening
Date: Wednesday, October 14, 2020 7:43:08 PM

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Dear Kevin:

We look forward to your participation at the ***Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration!*** Please find below the confirmed logistics for your participation.

Location: Virtually via Zoom at



(this is a direct link to your session's breakout room)

Session: *Lessons Learned: Bold and Equitable Redistricting to Promote Diversity in Howard County Public Schools*

Session Date and Time: Thursday, October 15, 3:10pm - 3:50pm

Login Time: 2:55pm (if you are attending the Individual Team Session, you will log in to your breakout room immediately following the end of that session)

Event Day Contact: Erika Kennedy, 


Session Style

Your breakout room will be set up in a WEBINAR-style, so only speakers will have camera access.

Upon Login

The link will take you directly to your breakout room. Once you are there, you can turn your camera on and begin setting up and testing your screen share (if applicable). If you are using polls, you can also access those at this time to launch them.

An event team member will check-in prior to your session and periodically during your session to ensure that everything is running smoothly.

If you need help urgently during your session, you can use the chat to privately send a message to an event team member. Team members will be moving between breakout rooms, so if they are not in your breakout room, please text Erika Kennedy at .

Time Checks and On-Site Event Communication

During your session, we will use the private chat to provide any relevant information and/or updates, including time checks. An event team member will send you a message in Zoom to let you know when there are 5 minutes remaining in your session.

Additional Items of Note

- In order to ensure the fastest and most reliable internet connection possible, we recommend a hard-wired connection via ethernet cable.
- Since your session will be recorded, please ensure that you are in SPEAKER VIEW rather than gallery view to allow for the best viewing experience.
- In order to provide the best experience in Zoom, we recommend that you update to the latest version of the Zoom desktop client. You can download and install the latest version at <https://zoom.us/download>.

For any event-day communication, please feel free to contact me on my cell phone at [REDACTED].

We will see you on Thursday, October 15!

Sincerely,

Erika Kennedy
Speaker Liaison

Best Regards,
Erika Kennedy



917-985-9365, ext 101 main | [REDACTED]
EpiphanyBlue.com | @EpiphanyBlue

Epiphany Blue is a Certified NYC/NYS/NJ MWBE and SBE That is Committed to Bringing Your Vision To Life®!

From: [Erika Kennedy](#)
To: [Michael Martirano](#)
Subject: [External] Zoom Link and Final Logistics - Bridges Collaborative Inaugural National Convening
Date: Wednesday, October 14, 2020 7:43:08 PM

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Dear Dr. Martirano:

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Location: Virtually via Zoom at



(this is a direct link to your session's breakout room)

Session: *Lessons Learned: Bold and Equitable Redistricting to Promote Diversity in Howard County Public Schools*

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For any event-day communication, please feel free to contact me on my cell phone at [REDACTED].

We will see you on Thursday, October 15!

Sincerely,

Erika Kennedy
Speaker Liaison

Best Regards,
Erika Kennedy



917-985-9365, ext 101 main | [REDACTED]
EpiphanyBlue.com | @EpiphanyBlue

Epiphany Blue is a Certified NYC/NYS/NJ MWBE and SBE That is Committed to Bringing Your Vision To Life®!

From: [Kevin Gilbert](#)
To: [Kathy Agans](#); [Carrie A. Slaysman](#)
Cc: [Michael Martirano](#)
Subject: Fwd: [External] Important Event Information: Bridges Collaborative Inaugural National Convening
Date: Wednesday, October 14, 2020 6:27:15 PM
Attachments: [Bridges Collaborative Inaugural National Convening Final Agenda with Zoom Links.pdf](#)
[ATT00001.htm](#)
[Bridges Collaborative Recipe Cards.pdf](#)
[ATT00002.htm](#)

Hi Kathy and Carrie

The attachment contains the agenda and links for the meeting. Dr. Martirano should have received this as well but it may have gotten buried.

Let me know if you need anything else.

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcpss.org
410-313-1542
Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.
-Angela Davis

“... Never, ever be afraid to make some noise and get in good trouble, necessary trouble.”
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone

Sent from my iPhone

Begin forwarded message:

From: The Bridges Collaborative <bridgescollaborative@tcf.org>
Date: October 14, 2020 at 6:02:35 PM EDT
Subject: [External] Important Event Information: Bridges Collaborative Inaugural National Convening

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

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3.
The Zoom links for your breakout sessions can be found on your agenda in the Evenium virtual event platform, as well as in the **attached agenda**.
4.
During the convening, we've incorporated several breaks (and a Happy Hour) that are designed to engage, energize, and entertain you! Attached you will find some food and beverage recipes for your enjoyment during these much-needed moments. Be sure to share what you made!
5.
Finally, [linked here](#), you will find a platform event guide with details on using the virtual event platform.

For any questions, please contact events@tcf.org.

From: [Kendra Johnson](#)
To: [Anissa Dennis](#); [Ron K. Morris](#)
Subject: Fw: [External] Important Event Information: Bridges Collaborative Inaugural National Convening
Date: Wednesday, October 14, 2020 6:06:03 PM
Attachments: [Bridges Collaborative Inaugural National Convening Final Agenda with Zoom Links.pdf](#)
[Bridges Collaborative Recipe Cards.pdf](#)
[Outlook-School Mgm.png](#)

FYI:

Please see the email below. This is the Equity Training I was referencing. Kevin signed me, John (Hammond High), Brian (Communication) and Dr. M up for this work.

I will take notes and let you know how it was. I plan to attend AP meeting and attend in time for Dr. M's presentation at 3pm, I believe.

Thanks!

Kendra V. Johnson, J.D., Ed.D.
Community Superintendent (Area III)
Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
Phone: 410.313.1543

"Without community, there is no liberation. - Audre Lorde"



From: The Bridges Collaborative <bridgescollaborative@tcf.org>
Sent: Wednesday, October 14, 2020 6:02 PM
Subject: [External] Important Event Information: Bridges Collaborative Inaugural National Convening

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Dear Bridge Collaborative member,

We are excited to welcome you tomorrow to **The Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration.**

The two-day convening will be held on **Thursday, October 15, and Friday, October 16, from 11:30 am to 4:00 pm ET (both days).**

Below are **essential things to know** to ensure you have the best event experience.

1. At the time of the event, please **join by clicking [here](#).**
2. The afternoon breakout sessions will be held in Zoom. We strongly encourage you to

download the latest version of the Zoom desktop app (5.3 or later) or iOS/Android app. This will increase the quality of your experience and provide a seamless translation between breakout sessions. Please visit <https://zoom.us/download> to download the desktop app.

3. The Zoom links for your breakout sessions can be found on your agenda in the Evenium virtual event platform, as well as in the **attached agenda**.
4. During the convening, we've incorporated several breaks (and a Happy Hour) that are designed to engage, energize, and entertain you! Attached you will find some food and beverage recipes for your enjoyment during these much-needed moments. Be sure to share what you made!
5. Finally, [linked here](#), you will find a platform event guide with details on using the virtual event platform.

For any questions, please contact events@tcf.org.

From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Nancy T. Thompson](#)
Subject: [External] The event Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration is coming up! Interact and network with ConnexMe
Date: Wednesday, October 14, 2020 12:34:26 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[document-pdf.png](#)
[separator-point.png](#)
[connexme-video.png](#)
[button-green-2-middle.png](#)
[powerby-logo.png](#)
[registration-Nancy Thompson.pdf](#)

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“Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” is coming up!

Thu October 15 2020, 11:30 AM – Fri October 16 2020, 4:00 PM

Dear Nancy,

We will be pleased to welcome you at our upcoming event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration”.

Join us at:

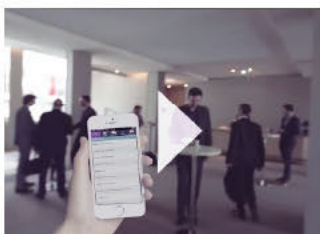
Online

Print your registration confirmation:

 [Nancy Thompson](#)

Here is a reminder of how to connect to ConnexMe, our meeting app, where you will find the up-to-date agenda and information:

[1-click connect](#)



ConnexMe in 2 min

as Nancy Thompson

or download the ConnexMe native app on the [Apple Store](#) / [Google Play](#), with the event code: [REDACTED]

Use ConnexMe to:

- View agenda & practical information
- Browse the guest list, send private messages, and arrange meetings
- Interact with speakers by asking questions and responding to polls
- Get slides in real-time and annotate them

Any questions about this event? [Contact us](#).

We look forward to meeting you.

-The Organization Team

If you no longer wish to receive emails from us, [click here](#)

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Event management with Interactive Mobile App

From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Superintendent](#)
Subject: [External] The event Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration is coming up! Interact and network with ConnexMe
Date: Wednesday, October 14, 2020 12:00:33 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[document-pdf.png](#)
[separator-point.png](#)
[connexme-video.png](#)
[button-green-2-middle.png](#)
[powerby-logo.png](#)
[registration-Michael Martirano.pdf](#)

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“Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” is coming up!

Thu October 15 2020, 11:30 AM – Fri October 16 2020, 4:00 PM

Dear Michael,

We will be pleased to welcome you at our upcoming event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration”.

Join us at:

Online

Print your registration confirmation:



[Michael Martirano](#)

Here is a reminder of how to connect to ConnexMe, our meeting app, where you will find the up-to-date agenda and information:

1-click connect



ConnexMe in 2 min

as Michael Martirano

or download the ConnexMe native app on the [Apple Store](#) / [Google Play](#), with the event code: [REDACTED]

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We look forward to meeting you.

-The Organization Team

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Kevin Gilbert](#)
Subject: [External] The event Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration is coming up! Interact and network with ConnexMe
Date: Wednesday, October 14, 2020 12:00:17 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[document-pdf.png](#)
[separator-point.png](#)
[connexme-video.png](#)
[button-green-2-middle.png](#)
[powerby-logo.png](#)
[registration-Kevin Gilbert.pdf](#)

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“Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” is coming up!

Thu October 15 2020, 11:30 AM – Fri October 16 2020, 4:00 PM

Dear Kevin,

We will be pleased to welcome you at our upcoming event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration”.

Join us at:

Online

Print your registration confirmation:

 [Kevin Gilbert](#)

Here is a reminder of how to connect to ConnexMe, our meeting app, where you will find the up-to-date agenda and information:

[1-click connect](#)



ConnexMe in 2 min

as Kevin Gilbert

or download the ConnexMe native app on the [Apple Store](#) / [Google Play](#), with the event code: [REDACTED]

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Any questions about this event? [Contact us](#).

We look forward to meeting you.

-The Organization Team

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From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Kendra Johnson](#)
Subject: [External] The event Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration is coming up! Interact and network with ConnexMe
Date: Wednesday, October 14, 2020 12:00:17 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[document-pdf.png](#)
[separator-point.png](#)
[connexme-video.png](#)
[button-green-2-middle.png](#)
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[registration-Kendra Johnson.pdf](#)

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“Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” is coming up!

Thu October 15 2020, 11:30 AM – Fri October 16 2020, 4:00 PM

Dear Kendra,

We will be pleased to welcome you at our upcoming event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration”.

Join us at:

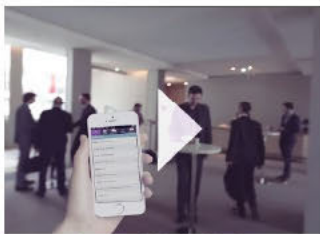
Online

Print your registration confirmation:

 [Kendra Johnson](#)

Here is a reminder of how to connect to ConnexMe, our meeting app, where you will find the up-to-date agenda and information:

[1-click connect](#)



ConnexMe in 2 min

as Kendra Johnson

or download the ConnexMe native app on the [Apple Store](#) / [Google Play](#), with the event code: [REDACTED]

Use ConnexMe to:

- View agenda & practical information
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- Interact with speakers by asking questions and responding to polls
- Get slides in real-time and annotate them

Any questions about this event? [Contact us.](#)

We look forward to meeting you.

-The Organization Team

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Event management with Interactive Mobile App

From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Joshua R. Wasilewski](#)
Subject: [External] The event Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration is coming up! Interact and network with ConnexMe
Date: Wednesday, October 14, 2020 12:00:08 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[document-pdf.png](#)
[separator-point.png](#)
[connexme-video.png](#)
[button-green-2-middle.png](#)
[powerby-logo.png](#)
[registration-Joshua Wasilewski.pdf](#)

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“Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration” is coming up!

Thu October 15 2020, 11:30 AM – Fri October 16 2020, 4:00 PM

Dear Joshua,

We will be pleased to welcome you at our upcoming event “Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration”.

Join us at:

Online

Print your registration confirmation:

 [Joshua Wasilewski](#)

Here is a reminder of how to connect to ConnexMe, our meeting app, where you will find the up-to-date agenda and information:

[1-click connect](#)



ConnexMe in 2 min

as Joshua Wasilewski

or download the ConnexMe native app on the [Apple Store](#) / [Google Play](#), with the event code: [REDACTED]

Use ConnexMe to:

- View agenda & practical information
- Browse the guest list, send private messages, and arrange meetings
- Interact with speakers by asking questions and responding to polls
- Get slides in real-time and annotate them

Any questions about this event? [Contact us](#).

We look forward to meeting you.

-The Organization Team

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EVENIUM

Event management with Interactive Mobile App

From: [Erika Kennedy](#)
To: [Kevin Gilbert](#)
Subject: Re: [External] Bridges Collaborative Inaugural Convening - Speaker Logistics Update
Date: Wednesday, October 14, 2020 11:22:00 AM

Absolutely. You will both have Panelist access in your breakout room.

Best Regards,
Erika Kennedy



917-985-9365, ext 101 main | [REDACTED]
[EpiphanyBlue.com](#) | @EpiphanyBlue

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On Wed, Oct 14, 2020 at 5:19 AM Kevin Gilbert <Kevin_Gilbert@hcpss.org> wrote:
Thanks. Can we also make Dr Michael Martirano a host, he is co leading this session with me?

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcpss.org
410-313-1542
Pronouns: He, Him, His

“ ... it is not enough to be non-racist, we must be antiracist.
-Angela Davis

“... Never, ever be afraid to make some noise and get in good trouble, necessary trouble.”
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone

Sent from my iPhone

On Oct 13, 2020, at 9:24 PM, Erika Kennedy <erika@epiphanyblue.com> wrote:

! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Dear Kevin:

I wanted to provide a brief update on yours and Dr. Martirano's participation at the **Bridges Collaborative Inaugural National Convening**. A technical

issue was identified in the event platform that impacts the webcam and screen share functions. After consulting with the platform representatives and our technology team, we have determined that the best way to move forward is to transition all breakout sessions to Zoom. We are working diligently to finalize the logistics of this change and will follow up with your final, session-specific logistics information no later than Wednesday, October 14.

With this shift in mind, please note the following:

Zoom Software

In order to ensure access to all available tools in Zoom, we recommend that you log in using the latest version of the Zoom desktop client. To check for available updates, sign in to the Zoom Desktop Client (Windows, macOS, or Linux). Once signed in, click your profile picture, then click “Check for Updates.”

Breakout Room Setup

Your breakout room will be set up for a webinar-style session (only the speaker(s) will have camera access).

Presenter Controls

You will have access to mute and unmute attendee microphones in your session.

Slides

If you have slides, you will use Zoom’s screen share tool in order to display them. The documents will still be made available to attendees outside of your session.

Polls

There is a polling function available in Zoom, so if you submitted polling questions those will still be available. Please note, that the polling tool in Zoom only allows for single-choice or multiple-choice answers, so a word cloud or short answer poll will not be available. You will be able to make poll results available for attendees to see after the poll has closed, but not in real-time.

If you have any questions, please feel free to contact me at [REDACTED] or by email at erika@epiphanyblue.com

We thank you for your understanding and flexibility.

Best Regards,
Erika Kennedy



917-985-9365, ext 101 main | [REDACTED]
EpiphanyBlue.com | @EpiphanyBlue

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Committed to Bringing Your Vision To Life®!**

From: [David K. Larner](#)
To: [Kevin Gilbert](#)
Subject: Re: One on one meeting with Kevin Gilbert
Date: Wednesday, October 14, 2020 7:18:05 AM

Kevin,

I'll move it to 9:30 on Monday – our meeting with Razia never takes more than 30 minutes.

We are also set to meet about your budget tomorrow. Are you able to make that meeting or do you need to reschedule that?

Dave

David Larner
Chief Human Resources and Professional Development Officer
Howard County Public School System
410-313-7498

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Date: Wednesday, October 14, 2020 at 6:10 AM
To: "David K. Larner" <David_Larner@hcpss.org>
Subject: Tentative: One on one meeting with Kevin Gilbert

Hi Dave,

I will be in an all day event with Dr. Martirano this day. This is the Bridges Collaborative he asked me to lead. It is on Thursday and Friday this week. Can we reschedule or extend our check in the following the next week.

From: [Michael Martirano](#)
To: [Kathy Agans](#)
Cc: [Kevin Gilbert](#); [Carrie A. Slaysman](#)
Subject: Re: [External] Fwd: REGISTER for the Bridges convening, SPREAD the word, and REVIEW your pre-reading/application before next week!
Date: Tuesday, October 13, 2020 2:34:58 PM
Attachments: [image001.png](#)

Perfect. I was going to follow up

Dr. M.

Dr. Michael J. Martirano
Superintendent
Howard County Public School System
10910 Clarksville Pike
Ellicott City, Maryland 21042

“The time is always right to do what is right.”
Martin Luther King, Jr.

On Oct 13, 2020, at 2:33 PM, Kathy Agans <Kathy_Agans@hcpss.org> wrote:

Dr. Martirano,

I have registered you for the Bridges convening and have also attached a copy of your ticket should you need it. The email I used for your registration is [REDACTED] – so if any information comes in regarding this event I will make sure you receive it. Below is the email that was sent to you from Bridges. Please let me know if you need anything else regarding this event.

Best regards,
[Kathy](#)

Kathy Agans
Howard County Public School System
<[image001.png](#)>

Phone: 410.313.6677
Email: kathy_agans@hcpss.org

From: Stefan Lallinger <lallinger@tcf.org>
Sent: Monday, October 12, 2020 10:01 PM
To: Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>
Subject: [External] Fwd: REGISTER for the Bridges convening, SPREAD the word, and REVIEW your pre-reading/application before next week!

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Hi Carrie and Kathy -

I hope this finds you well. It is possible the emails have gone to his spam folder, which has happened to some participants. See the green RSVP link below for registration.

Best,

Stefan

----- Forwarded message -----

From: **Stefan Lallinger** <lallinger@tcf.org>

Date: Thu, Oct 8, 2020 at 11:14 AM

Subject: REGISTER for the Bridges convening, SPREAD the word, and REVIEW your pre-reading/application before next week!

To: Michael Martirano <michael_martirano@hcpss.org>

Good morning Michael!

We're so excited to engage with you next Thursday and Friday at our inaugural national convening.

SPREAD THE WORD

Today marks the official public release of our Bridges Collaborative members. Be sure to spread the word via social media ([sample tweets here](#)) and pass along the information to local press and your press office ([template local press release here](#) and [national press release here](#).) There has already been a story this morning in the POLITICO morning education report as well as many member tweets on twitter. Join in!

REGISTER FOR THE CONVENING

Our records indicate that you are not yet registered. Please see the original email that was sent last week below, and click the green link to register! Below the registration email, you will find the information Howard County Public School System submitted in their application to the Bridges Collaborative. Please review it, along with the short pre-reading, before next week!

We are pleased to invite you to attend the event:

Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration

Thursday, October 15, 2020, 11:30 AM ET - Friday, October 16, 2020, 4:00 PM ET

RSVP

Dear Bridges Collaborative Members,

We want to reiterate our excitement about the inaugural Bridges Collaborative convening taking place in two weeks. As you know, we'll be convening from 11:30 am ET to 4:00 pm ET **on Thursday, October 15th**, and Friday, October 16th.

Click the green "RSVP" link for full convening details, including a schedule of events, and the opportunity to select breakout sessions. **Once you register, your [REDACTED] is what you will use to gain access to the event platform on October 15th and 16th.** You will simply need the link that will be in your confirmation email and your email address.

Please note that the "Cross-Sector Collaboration" and "Peer Collaboration" groups have been pre-selected, so they will automatically appear on your schedule when you log in for the Convening in October, but you will be asked to select your preference for other breakout sessions. Please register as soon as possible!

Pre-Reading

We are asking participants to review four things before attending the Convening **on October 15th**. We have intentionally kept this light, given all of the demands on everyone's time. We estimate the pre-reading to take approximately 1 hour to complete.

- <!--[if !supportLists]-->1. <!--[endif]-->Read a short op-ed by Bridges Collaborative director Stefan Lallinger from USA Today about [the present moment and segregation](#). (1 page)
- <!--[if !supportLists]-->2. <!--[endif]-->Review the executive summary of a report on [School Segregation and the Federal Government](#) from the Learning Policy Institute (4 pages). *Only the executive summary is required, but the whole report is informative for those who wish to read it.*
- <!--[if !supportLists]-->3. <!--[endif]-->Review the report on the [History of Housing Segregation](#) and the Federal Government from the Center for American Progress. (5 pages)
- <!--[if !supportLists]-->4. <!--[endif]-->Review the goals and strengths/weaknesses that your organization submitted in its application to the Bridges Collaborative. This will be emailed to you in a personalized email.

One final note: **please do not forward this email, as access to this convening is exclusively for Bridges Collaborative members.**

We are so excited to welcome you and look forward to seeing you in a couple of weeks! Don't hesitate to reach out to bridgescollaborative@tcf.org with any questions and submit your registration as soon as possible!

-The Bridges Team

PS You can find an agenda for the two days attached!

Howard County Public School System'S APPLICATION INFORMATION

Give 2-3 examples that demonstrate the organization's commitment to increasing access to integrated schools/neighborhoods or improving the quality of experience for children in diverse schools and neighborhoods. These can be past actions, current resources allocated for specific purposes, future plans, and so on.

1. Our Strategic Call to Action is titled "The Fierce Urgency of Now" which is from a Martin Luther King Jr. quote from 1963 when he led a march for freedom and jobs in the nation's capital, stating: "We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now. In this unfolding conundrum of life and history, there 'is' such a thing as being too late. This is no time for apathy or complacency. This is a time for vigorous and positive action." This is the driving sentiment of our mission and vision which is built on ensuring equity. 2. We completed a redistricting process that eased crowding in all of our most crowded schools, but also advanced socioeconomic equity by addressing the proportion among schools of students receiving Free and Reduced Meals (FARMs) program services. Ultimately, 33 total schools above the countywide average of 22.5 percent saw an overall decrease in their FARMs percentage. 13 of these 33 schools experienced a 5-22 percentage point decrease in their FARMs rate. The FARMs percentage for four schools below the countywide average increased by a minimum of 8 percentage points, putting them closer to the countywide average. 3. HCPSS has worked to advance equity, embrace diversity, and promote inclusion into every major undertaking. It is committed to eliminating disparities in access, opportunity and inclusion as the key to closing performance and opportunity gaps and providing the nurturing and supportive school environment that every student deserves.

Describe the state and progress of school diversity/integration initiatives in the organization.

Staff Diversity - Higher levels of staff diversity lead to diverse viewpoints and perspectives, which add value to all school communities. When students see their identities reflected in their teachers and other school staff, they are more engaged in learning and improve academically, social-emotionally and behaviorally. HCPSS continues to work toward bringing staff diversity into line with the diversity of our student body, and to enhance efforts towards ensuring a wider pool of highly qualified prospective candidates amidst a severe shortage of teachers regionally and nationally. The Teachers of Color recruitment event, part of a larger workforce diversity initiative, drew more than 160 educators representing global nationalities.

Professional Learning - is essential to organizational development, and high quality professional learning experiences are essential to instilling the tenets of diversity, equity, and inclusion. All newly hired teachers participate in the New Educators Orientation program, which includes training on DEI principles and importance. All school staff completed one or more professional learning modules in Equity or Institutional Racism at the end of the 2019-2020 school year.

Restorative Justice Practices - HCPSS has accelerated the application of restorative justice practices as a

primary, long-term strategy for achieving higher levels of student engagement and achievement, narrowing achievement gaps among student groups, and ensuring nurturing, inclusive and safe learning environments for all students. Several other initiatives are described in detail on the HCPSS Diversity, Equity and Inclusion webpage.

What do you hope to gain from the experience of being a part of the cohort?
What will you bring to the cohort?

We feel that through our recent redistricting process that received national attention and the intense focus that current leadership has brought to the county in terms of implementing equitable practices that serve every single student, there is much that we will bring to the table in terms of educating other leaders in education as they consider greater integration in schools and classrooms. Additionally, we realized that there is still much to learn and far greater work to be done. The collaborative efforts of The Century Foundation through our most recent process provided tremendous value in terms of generating greater community understanding and providing staff and community partners with a more global view of what it was we were hoping to accomplish. We wish to establish a greater partnership with The Century Foundation and those that become part of the Bridges Collaborative.

State 1-3 quantifiable goals that the organization aims to achieve in the next two years in relation to school diversity or integration; these goals should be specific, measurable, and attainable. (150 words or less)

Several quantifiable goals are detailed in our Strategic Call to Action (with measures) including: 1. Each and every student receives a high-quality education through access to individualized instruction, challenges, supports and opportunities. 2. Students' mental health and social-emotional learning are nurtured through skill development, collaborative dialogue and a restorative culture in our classrooms and communities. 3. All students see diversity and inclusion reflected in the curriculum and respect the contributions of all populations.

Select 2-4 items from the list that represent strengths for your organization (things you do demonstrably well).

ENGAG.: "Making the case" for integration to specific constituencies,POL: Implementing integration measures that outlast individual leaders,STAFF: Training staff in culturally relevant approaches ,SCHOOL: Embedding a culturally responsive curriculum

Select 2-4 items from the list that represent things you would like to learn from other organizations who do these things well.

ENGAG: Engaging local governments on zoning or other issues,POL: Lobbying for changes to state/federal law to promote integration,INCL: Preventing gentrification (or other) from restricting access to quality,SCHOOL: Reducing disproportionate academic outcomes for diff. pops

--

Stefan Lallinger, EdLD

Fellow
Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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<registration-Michael Martirano(1).pdf>

From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Superintendent](#)
Subject: [External] Your registration confirmation - Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration
Date: Tuesday, October 13, 2020 2:29:11 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[document-pdf.png](#)
[separator-point.png](#)
[powerby-logo.png](#)
[registration-Michael Martirano.pdf](#)

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Registration Confirmation

Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration

Thu October 15 2020, 11:30 AM – Fri October 16 2020, 4:00 PM

Dear Michael,

Thank you for registering to attend our upcoming event, **Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration**.

The two-day convening will be held on **Thursday, October 15 and Friday, October 16, from 11:30 am to 4:00 pm ET (both days)**.

At the time of the event please join by clicking [here](#).

In addition, attached is an event guide with details on using the virtual event platform.

For any questions please contact: events@tcf.org

Your registration confirmation is attached to this email or can be downloaded here:



[Michael Martirano](#)

Where?

Online

Any questions about this event? [Contact us.](#)

We look forward to meeting you.

-The Organization Team

If you no longer wish to receive emails from us, [click here](#)

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Event management with Interactive Mobile App

From: [Kevin Gilbert](#)
To: [Kevin Gilbert](#)
Subject: FW: Session at Bridges Collaborative
Date: Tuesday, October 13, 2020 7:06:24 AM

From: Kevin Gilbert
Sent: Friday, October 9, 2020 1:24 AM
To: Michael Martirano <Michael_Martirano@hcpss.org>
Cc: Carrie A. Slaysman <Carrie_Slaysman@hcpss.org>; Kathy Agans <Kathy_Agans@hcpss.org>
Subject: Session at Bridges Collaborative

Hi Dr. Martirano,

Thank you for agreeing to co-lead the Howard County Session during the Bridges Collaborative. Below you will find the questions they are asking us to address in the session. The session is on Oct 15 from 3:10-3:50 pm. I will put together the slide deck they provided. Just let me know if there are any specific details from the questions you want to make sure we include in our presentation. I will have this done by Tuesday for your review.

Thanks

Kevin

From: Stefan Lallinger <lallinger@tcf.org>
Sent: Thursday, September 24, 2020 9:50 AM
To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Subject: Re: [External] Ask for October

Incredible. We're so excited for you all to share this knowledge with folks - I know they'll find it highly useful and engaging. Let me know if you need any guidance or support along the way. Also, let me know if the title is appropriate, or if you'd like a different one.

SL

On Thu, Sep 24, 2020 at 2:23 AM Kevin Gilbert <Kevin_Gilbert@hcpss.org> wrote:

Yes. I will be happy to. I will also ask my superintendent to co-lead it with me.

From: Stefan Lallinger <lallinger@tcf.org>
Sent: Wednesday, September 23, 2020 5:39 PM
To: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Subject: [External] Ask for October

! CAUTION: This email originated from outside of HCPSS. Do not click links

or open attachments, unless you recognize the sender and know the content is safe.

Hey Kevin!

We're so excited to have you and Howard County Schools at the table when we kick off the Bridges Collaborative on October 15th and 16th. I'm reaching out because our selection committee was particularly impressed by your description of the redistricting work you've been engaged in over the past couple of years.

To that end we wanted to reach out if you'd be willing to share some highlights of what redistricting looked like in Howard County over the past couple of years with interested participants. One of the biggest draws for Collaborative members is the opportunity to learn from other members.

Here's the ask: Can you lead a **conversation** with approximately 20-30 participants for 40 minutes during the Convening (specifically Thursday, October 15th from 3:10pm to 3:50pm ET) by sharing your answers to the following questions:

- Who are you? [i.e. Org name, mission, number of students/clients served, etc...]
- How did the district's work on redistricting come about? What are you currently doing?
- What success/impact have you experienced?
- What did you do to achieve the success/impact you've experienced?
- What are some challenges you've faced along the way?
- What advice would you give to another organization hoping to take on similar work?

Format: *This will be a breakout time at the Convening where participants will be able to choose one of among one ten sessions.* We want all of the sessions to be roughly similar in style and flow AND we want to **keep the lift light** for members agreeing to present, so we envision presenters talking for 20 minutes and then facilitating a discussion/answering questions for 20 minutes. For those who want to use slides, we are asking that they be kept simple and to a minimum - one slide per question above (6 total slides). We've even made a [template deck](#) for you to copy and insert text/images. (You can also feel free to use a pre-existing template/presentation).

Next Step: Please let me know:

- if you are willing to facilitate this 40-minute conversation next month
- who specifically from your organization will be presenting, and
- if "Bold and Equitable Redistricting to Promote Diversity" is an appropriate title for the conversation or if you'd rather have something different.

Thanks and we look forward to your participation!

Best,

Stefan

--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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--

Stefan Lallinger, EdLD

Fellow

Director, Bridges Collaborative



The Century Foundation

2040 S Street, NW 2nd Floor, Washington DC 20009



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From: [Jahantab Siddiqui](#)
To: [Brian W. Bassett](#)
Subject: Fwd: Century Foundation partnership
Date: Tuesday, October 13, 2020 6:24:12 AM

Sent from my iPhone

Begin forwarded message:

From: Kevin Gilbert <Kevin_Gilbert@hcpss.org>
Date: October 12, 2020 at 11:31:51 PM EDT
To: Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>, Kirsten Coombs <Kirsten_Coombs@hcpss.org>, Michael Martirano <Michael_Martirano@hcpss.org>, Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>
Cc: BoE Email <boe@hcpss.org>, Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>, Mark Blom <Mark_Blom@hcpss.org>
Subject: RE: Century Foundation partnership

Ms. Coombs, Ms. Cutroneo, and other members of the Board,

Thank you for your questions, and allow me to clarify the purpose of this cohort. As you are aware, the question of school integration is one that is not unique to Howard County Public School System. Research has been very clear that public schools nationally have become more segregated, and school districts across this country are wrestling with how to change this trend.

Because of its focus on school integration, The Century Foundation (TCF) was very interested in our most recent redistricting process and published several articles throughout the process. They remained tightly connected with our Communications Office to understand the ways we were embedding equity into redistricting efforts and they quickly identified - and commended - the uniqueness of our efforts. Their interest continued even beyond the conclusion of redistricting as they began outlining the inaugural Bridges Collaborative.

After TCF announced that it was seeking to bring a collection of school districts and other agencies together to serve as a bit of think tank to help school districts in the U.S. be bold and courageous in creating more equitable school districts through integration, HCPSS was invited to be a part of this collaborative. We felt, one, we had a lot to offer other districts in understanding the work, commitment, and courage it takes to address integration head on in advancing equity, and two, we felt it coincided nicely with our educational equity policy 1080, which we were working to finalize at the same time.

As the TCF press release states: ... "this inaugural cohort features 56

organizations—including 27 school districts, 17 charter schools, and 12 housing organizations—which together represent more than 3.5 million children nationwide, and the collaborative spans more than 20 states ...” Additionally, we have been identified as a significant influencer as Dr. Martirano and I will be presenting an overview of our redistricting process to the Collaborative at an upcoming meeting.

Please note that, we will not be drawing on any conclusions and will not be sharing anything that isn’t already in the public realm related to last year’s redistricting work. There is no cost for participation, and we are excited at the opportunities that will be available to us to learn from others and bring that back to the Board and our communities.

The HCPSS representative team on the Collaborative are Dr. Martirano, Community Superintendent Kendra Johnson, Principals Nancy Thompson and Joshua Wasilewski, and myself.

At this point, there wasn’t much to share as the work hasn’t yet begun but we look forward to bringing what we learn to the Board and HCPSS community at a later date.

Hope this helps.

Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
Kevin_Gilbert@hcpss.org
410-313-1542 (office)
Pronouns: He, Him, His

“... it is not enough to be non-racist, we must be antiracist.”
<!--[if !supportLists]-->- <!--[endif]-->Angela Davis

“Get in good trouble, necessary trouble, and help redeem the soul of America ...”
<!--[if !supportLists]-->- <!--[endif]-->Rep. John R. Lewis



From: Vicky Cutroneo <Vicky_Cutroneo@hcpss.org>

Sent: Monday, October 12, 2020 6:24 PM

To: Kirsten Coombs <Kirsten_Coombs@hcpss.org>; Michael Martirano
<Michael_Martirano@hcpss.org>; Karalee Turner-Little
<Karalee_TurnerLittle@hcpss.org>
Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>;
Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>
Subject: Re: Century Foundation partnership

To follow up with Ms Coomb's questions, The Board should be presented the information from the Board's own redistricting process and conclusions and have discussion in public prior to release to any outside organizations.

Regards,
Vicky Cutroneo, Vice Chair
Howard County Board of Education

Regards,
Vicky Cutroneo, Vice Chair
Howard County Board of Education

From: Kirsten Coombs <Kirsten_Coombs@hcpss.org>
Sent: Monday, October 12, 2020 5:44:32 PM
To: Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little
<Karalee_TurnerLittle@hcpss.org>
Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>;
Kevin Gilbert <Kevin_Gilbert@hcpss.org>; Mark Blom <Mark_Blom@hcpss.org>
Subject: Re: Century Foundation partnership

Further questions -

I see that you (Dr. M) & Dr. Gilbert are presenting. The info on the website says that participants have received links to the two days of opening session later this week. Will we be provided with info on this and how it came about? Is student info from HCPSS being shared with this organization? How is this being funded?

Regards,

Kirsten Coombs
Member
Howard County Board of Education

667-786-3867

From: Kirsten Coombs

Sent: Monday, October 12, 2020 11:26 AM

To: Michael Martirano <Michael_Martirano@hcpss.org>; Karalee Turner-Little <Karalee_TurnerLittle@hcpss.org>


Cc: BoE Email <boe@hcpss.org>; Jahantab Siddiqui <Jahantab_Siddiqui@hcpss.org>

Subject: Century Foundation partnership

Hello,

Could we get more information on this? It says that HCPSS is part of the inaugural cohort, but I don't see any info in my email about this. How was this applied for, what are the costs, who is paying for this, etc.?

<https://tcf.org/content/about-tcf/tcf-launches-bridges-collaborative-unprecedented-grassroots-initiative-advance-school-integration/>

	<p>TCF Launches the Bridges Collaborative, An Unprecedented Grassroots Initiative to Advance School Integration</p>
	<p>The Bridges Collaborative, a first-of-its kind grassroots initiative to advance racial and socioeconomic integration and equity in America's schools, officially</p>
	<p>tcf.org</p>

Thank you,
Kirsten

Regards,

Kirsten Coombs
Member
Howard County Board of Education

667-786-3867

From: [Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration](#)
To: [Kendra Johnson](#)
Subject: [External] Your registration confirmation - Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration
Date: Monday, October 12, 2020 11:40:03 PM
Attachments: [emailevent-banner-1601582647520.png](#)
[document-pdf.png](#)
[separator-point.png](#)
[powerby-logo.png](#)
[registration-Kendra Johnson.pdf](#)

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Registration Confirmation

Bridges Collaborative Inaugural National Convening: Reinvigorating the Movement for Integration

Thu October 15 2020, 11:30 AM – Fri October 16 2020, 4:00 PM

Dear Kendra,

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[Kendra Johnson](#)

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-The Organization Team

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From: [Jahantab Siddiqui](#)
To: [Kevin Gilbert](#)
Subject: Re: Response on Bridges Collaborative
Date: Monday, October 12, 2020 10:15:10 PM

Please see my edits below. You may have to copy and paste and adjust formatting.

On Oct 12, 2020, at 10:07 PM, Kevin Gilbert <Kevin_Gilbert@hcpss.org> wrote:

Please review:

Ms. Coombs, Ms. Cutroneo, and other members of the Board,

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Kevin F. Gilbert, Ed.D.
Director of Diversity, Equity, and Inclusion
Howard County Public School System
kevin_gilbert@hcpss.org
410-313-1542
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“ ... it is not enough to be non-racist, we must be antiracist.
-Angela Davis

“... Never, ever be afraid to make some noise and get in good trouble, necessary trouble.”
-Rep. John Lewis

*Please excuse any typos and misspellings as I am responding via mobile phone

Sent from my iPhone