

Chiquitha Lloyd

From: Dinizulu, Kwabena [REDACTED] CONFIDENTIAL
Sent: Thursday, June 10, 2021 12:23 PM
To: Chiquitha Lloyd; LaTarzja N. Henry; Baron, Kaley
Subject: Re: CMS event - Moderator bio

Follow Up Flag: Follow up
Flag Status: Flagged

CAUTION: This email originated from outside the CMS organization. Do not click links, give sensitive information, or open attachments unless verified. Forward all suspicious email to spam@cms.k12.nc.us.

Hi Chiquitha,

This is understood. We will still need Dr. Kendi's specific Zoom panelist links as we include it in the briefing materials we send to him, this makes it easier, so he doesn't have to search through his email for it on the day of the event. If we could have those links that would be extremely helpful. I have included instructions below on how to generate the links via Zoom if at all helpful.

Thank you!

Just like for attendees, you will be able to create unique, single-use links for panelists (or anyone who needs to join for Tech Check) to enter the session. While these CAN be triggered to send directly from Zoom, here is our recommendation for generating these links.

- Login to Zoom and go to My Account > Webinars
- Click on the Webinar in question to go into the detail page
- Scroll to the bottom and find the Invitations tab
- In the Invite Panelists section click Edit: this will open a panel where you can enter the name and email address of your panelists (aka those who will need to join the Practice Session/Tech Check before the Webinar starts)
- UNCHECK Send invitation to all newly added panelists immediately
- Enter the name and email of each panelist
- Click Save
- Go back into the Invite Panelists > Edit section
- For each panelist, click the Copy button to reveal a super long, ugly, unique Zoom link –this is their panelist entry link
- Highlight and copy this link (be sure to keep track of which Panelist it is for), and paste it to send

From: Chiquitha Lloyd <chiquitha.lloyd@cms.k12.nc.us>
Sent: Thursday, June 10, 2021 11:48 AM
To: Dinizulu, Kwabena [REDACTED] CONFIDENTIAL LaTarzja N. Henry <l.henry@cms.k12.nc.us>; Baron, Kaley [REDACTED] CONFIDENTIAL
Subject: RE: CMS event - Moderator bio

Thank you for your email. For clarification, the zoom information previously provided are the links to access each of the sessions. Each of you will also receive an invite from Zoom indicating that you have been added as a panelist to the Session 1 webinar.

Yours inclusively,

Chiquitha S. Lloyd MBA, CD[®], MSA
Director of Diversity & Inclusion

Charlotte-Mecklenburg Schools
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4421 Stuart Andrew Blvd., Suite 100
Charlotte, NC 28217
980-343-8638 phone
980-343-7135 fax



OFFICE OF
**DIVERSITY
& INCLUSION**

Charlotte-Mecklenburg Schools

From: Dinizulu, Kwabena [REDACTED] CONFIDENTIAL
Sent: Thursday, June 10, 2021 11:42 AM
To: Chiquitha Lloyd <chiquitha.lloyd@cms.k12.nc.us>; LaTarzja N. Henry <l.henry@cms.k12.nc.us>; Baron, Kaley [REDACTED] CONFIDENTIAL
Subject: Re: CMS event - Moderator bio

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Hi Chiquitha,

Thank you for the attached. Just for clarification the Zoom links sent earlier aren't the ones that Dr. Kendi will use to join the events then? Only asking because you said the panelist invitations will be coming in a separate email. If so, we will need those links ASAP as well.

Thanks,
Kwabena

From: Chiquitha Lloyd <chiquitha.lloyd@cms.k12.nc.us>
Sent: Thursday, June 10, 2021 11:37 AM
To: Dinizulu, Kwabena [REDACTED] CONFIDENTIAL; LaTarzja N. Henry <l.henry@cms.k12.nc.us>; Baron, Kaley [REDACTED] CONFIDENTIAL
Subject: RE: CMS event - Moderator bio

Good morning,

Thank you for providing Professor Kendi's email. Attached is the moderator's bio. As requested, we will also send panelist invitations in a separate email.

Yours inclusively,

Chiquitha S. Lloyd MBA, CDP, MCA
Director of Diversity & Inclusion
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4421 Stuart Andrew Blvd., Suite 100
Charlotte, NC 28217
980-343-8638 phone
980-343-7135 fax



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Charlotte-Mecklenburg Schools

From: Dinizulu, Kwabena [REDACTED] CONFIDENTIAL
Sent: Thursday, June 10, 2021 10:44 AM
To: LaTazja N. Henry <l.henry@cms.k12.nc.us>; Baron, Kaley [REDACTED] CONFIDENTIAL
Cc: Chiquitha Lloyd <chiquitha.lloyd@cms.k12.nc.us>
Subject: Re: CMS event

CAUTION: This email originated from outside the CMS organization. Do not click links, give sensitive information, or open attachments unless verified. Forward all suspicious email to spam@cms.k12.nc.us.

Professor Kendi's email is [REDACTED] CONFIDENTIAL – please only use this for the webinar link, all other pre- and post-event communications should come directly to Kaley and I. It would also be helpful if you could send the link to us, as well, as we will include it in the documents we put together for him.

Thanks,
Kwabena

From: LaTazja N. Henry <l.henry@cms.k12.nc.us>
Sent: Thursday, June 10, 2021 10:30 AM
To: Dinizulu, Kwabena [REDACTED] CONFIDENTIAL; Baron, Kaley [REDACTED] CONFIDENTIAL
Cc: Chiquitha Lloyd <chiquitha.lloyd@cms.k12.nc.us>
Subject: RE: CMS event

Thank you and yes you will have the bio information of the moderator this afternoon. Also, we need an email address for Dr. Kendi so that we can have him as a panelist in the webinar. Can you please provide?

Thanks-

From: Dinizulu, Kwabena [REDACTED] CONFIDENTIAL
Sent: Thursday, June 10, 2021 10:13 AM
To: LaTazja N. Henry <l.henry@cms.k12.nc.us>; Baron, Kaley [REDACTED] CONFIDENTIAL

Cc: Chiquitha Lloyd <chiquitha.lloyd@cms.k12.nc.us>
Subject: Re: CMS event

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Hi LaTarzja,

Both portions should be moderated and the questions should begin immediately following the introduction. Dr. Kendi will not be giving any solo remarks.

We will need the moderator bio(s) by 12 pm EST today as we will be briefing Dr. Kendi this afternoon.

Thanks,
Kwabena

From: LaTarzja N. Henry <l.henry@cms.k12.nc.us>

Sent: Wednesday, June 9, 2021 9:45 PM

To: Dinizulu, Kwabena [REDACTED] CONFIDENTIAL; Baron, Kaley [REDACTED] CONFIDENTIAL

Cc: Chiquitha Lloyd <chiquitha.lloyd@cms.k12.nc.us>

Subject: CMS event

CAUTION: This email originated from outside of Pennell's Random Jobs. Please be extra cautious when opening attachments or clicking on links.

Hello Kwabena and Kaley,

We are looking forward to next week. Below are responses to the questions you requested:

Day of contact information Name, phone, email: Penny Presley, Executive Director, CMS Ed. Leadership 704-674-6646; penny.presley@cms.k12.nc.us

Tech details

Session I: When: Jun 16, 2021 10:00 AM Eastern Time (US and Canada)

Topic: SLC Day1: Ibram Kendi Keynote

Please click the link below to join the webinar:

<https://cms-k12-nc-us.zoom.us/j/98041161439?pwd=S2gwOTEzRm5XRkZ5L2dkYUR4dGVpQT09>

Passcode: 590612

Or One tap mobile :

US: +16465588656,,98041161439# or +13017158592,,98041161439#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799 or +1 669 900 9128 or +1 253 215 8782 or +1 346 248 7799

Webinar ID: 980 4116 1439

International numbers available: <https://cms-k12-nc-us.zoom.us/j/93021540992>

Session II

When: Jun 16, 2021 11:00 AM Eastern Time (US and Canada)

Topic: SLC Day1: Ibram Kendi - Generation Nation

Join Zoom Meeting

[https://cms-k12-nc-](https://cms-k12-nc-us.zoom.us/j/93021540992)

[us.zoom.us/j/93021540992?pwd=VDZSVVZReEVYRVc3QkFucE1BWk1Vdz09](https://cms-k12-nc-us.zoom.us/j/93021540992?pwd=VDZSVVZReEVYRVc3QkFucE1BWk1Vdz09)

Meeting ID: 930 2154 0992

Passcode: 932984

One tap mobile

+13126266799,,93021540992# US (Chicago)

+16465588656,,93021540992# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 930 2154 0992

Find your local number: <https://cms-k12-nc-us.zoom.us/j/93021540992>

3. Bio (and/or links) for the moderator : Question for clarity, are you referring to a moderator for the Q&A or is the expectation that his entire talk be moderated?
4. Any background information about the event/audience you feel important to highlight : We've attached background information about the district and a few news clips on current local events that provide very relevant context for the space and time we are in in Charlotte.
5. Any questions you would like Dr. Kendi to see beforehand : See attachment

LaTarzja Henry | Chief of Staff | Charlotte-Mecklenburg Schools
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Andrew Blvd. | Charlotte, NC 28202 Ph: 980-344-0015 | Fax: 980-343-
7135 | Courier #835A
www.cms.k12.nc.us | www.facebook.com/CharlotteMecklenburgSchools

Framing: CMS is on a journey of becoming an antiracist organization by focusing on the highest leverage strategic focus areas and building equitable leaders who can execute on the mindsets and beliefs necessary to improve outcomes for all students.

This past year through the book study, staff has sharpened their skills to:

- Examine our own biases, mindsets, and beliefs and articulate how those biases, mindsets, and beliefs impact leadership moves and behaviors.
- Make changes to leadership decisions and behaviors based on continued growth in anti-racist beliefs.
- Proactively recognize when we are silent on issues of race, the disparate racial impacts of our systems and structures, and use an equity lens to change practices to achieve explicit desired outcomes.
- Engage parents and community members from diverse cultural and linguistic backgrounds in the full range of school policy, program development and review.

The five focus areas in the CMS Strategic Plan: What Matters Most 2024

- **Great Teaching** - Strengthen the instructional core by increasing the level and complexity of content, and ensuring all teachers in front of our students have the skills and disposition to deliver curriculum in a way that is on grade-level and culturally responsive;
- **Student Wellness** - Increase the social emotional and mental health supports provided to all students while developing an organizational culture that supports the social-emotional wellness of all members;
- **Access to Advanced Coursework** - Ensure all students, have access to and experience success in rigorous/advanced courses, with a particular focus on closing gaps among groups of students who are historically underrepresented in advanced courses;
- **Time** - Increase student time in high quality instruction, with a focus on reducing absenteeism and closing gaps among groups of students who are historically disproportionately impacted by suspensions;
- **Academic Performance** - Build a system to support district-wide implementation of supplemental and intensive academic supports, that supplements but does not replace, high quality daily instruction;

- **Health of the District** - Provide high quality operational, technical and human resource support services and resources;

Current Events/Headlines:

- **Headlines:** Similar narrative. County defunding CMS due to lack of a plan to increase equity in the achievement of black/brown students.

Examples below

- <https://www.facebook.com/justin.perry.3572/posts/4263611677006670>
 - https://twitter.com/WBTV_News/status/1399886228653330437
 - <https://twitter.com/axioscharlotte/status/1399703544182284289>
- <https://www.wfae.org/politics/2021-06-02/what-data-on-race-gaps-and-low-performing-schools-say-about-charlotte-mecklenburg-schools>

Questions for consideration:

1. As CMS strives to transform into an anti-racist multicultural organization, how do we avoid the pitfalls of cultural racism of “us” and “them”?
2. What is it that educators should know and be able to do to narrow the racial achievement gap?
3. Can you clarify the connection between racism and power and the dueling consciousness?
4. Many black people and minorities believe they cannot be racist because they lack power. How do we break the cycle of hypocrisy of blaming “others” for their circumstances regardless of race?
5. As an educational institution, how do we balance the need to address racism, discrimination and other perspectives of marginalized groups against the counter narratives that have dominated the K-12 experience?
6. What tools or strategies should CMS deploy that will intentionally disrupt beliefs and practices that serve as barriers to student achievement?
7. How do we nurture the passion for equity that is required to overcome resistance to change, acknowledge when harm has been caused and the resilience of maintaining the status quo with a “new” label when trying to transform beliefs, relationships and practices necessary to improve teaching and learning for every child?
8. What are your views on the critical race theory debate making its way through the US?

Redaction Log

Reason	Page (# of occurrences)	Description
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	2 (4)	
	3 (7)	
	4 (2)	