

I. Welcome

- Catalina Flores-Rau opens the meeting at 12:04pm on 9/10/25
- Mindful Moment: Tapping moment (Nicole Juracek, SHAC Vice Chair)

II. Presentations

- Presentation 1: No Place for Hate: School-based Anti-Bias Initiative (Margi Levin, ADL Southwest)
 - Key info and takeaways:
 - ADL is the leading anti-hate organization in the world
 - Four pillars: change the narrative, advocate through the system, disrupt extremism, strengthen communities
 - Not addressing issues of bias (bottom level, pyramid of hate) can lead to bigger and more extreme issues down the line
 - ADL Southwest commonly works with schools to improve policies and protocols around bullying/hate; also works with trusted adults (champions), students, and parents
 - Ongoing education available throughout the school year for school leaders
 - No Place for Hate (online program)
 - Whole-school program to build inclusive, respectful environments. Tailored to work for each school. Engages students and staff in dialogue and active learning on the topics of bias, bullying, inclusion, and allyship to enhance the school community.
 - Lots of webinars and classroom resources that address core themes and topics in 25 minutes or less. Available at adl.org/about/education. Also available in Spanish.
- Presentation 2: Whole Child Health Bullying Campaign (Lori Sartain, Director, FBISD Behavioral Health and Wellness)
 - Key info and takeaways:
 - There are three pillars of the FBISD bullying campaign: 1) awareness of resources, 2) reducing the stigma, and 3) breaking down the barriers
 - Whole-Child Health (WCH) is available on campus and district websites – lots of resources available on the webpage for students, parents, and staff. Flyers, handouts, and webinars are also available.
 - Lots of campus events and initiatives supported by WCH are coming up (see upcoming events below).
 - Bullying campaign posters will be sent to all campuses. This will also be available on campus websites. Information on how to report bullying events is included in the materials. FBISD Sound Bites will also be promoting aspects of the bullying campaign on October 1st, October 22nd, November 13th, and December 10th.
 - FBISD Bullying Awareness Toolkit was sent to school leaders and should be available to students, staff, and parents soon.
- Presentation 3: FBISD Bullying Investigations (Kelli Upshaw, FBISD Coordinator of Student Affairs)
 - Key info and takeaways:
 - FBISD has a board policy on bullying that defines bullying and provides an overview of what bullying entails.
 - SB 179 – David's Law allows the district to review posts online/social media.
 - Important to distinguish between peer conflict and bullying
 - Peer conflict – two-sided
 - Bullying – one-sided (typically); often includes aggressive behavior and imbalance of power

- FBISD has a reporting system available (via Qualtrics) to campus administrators to help monitor bullying allegations. A bullying packet is produced following an investigation and provided to Student Affairs for review and to determine next steps/final outcome.
 - Conversations with students and parents will ensue following the final outcome to support involved students and resolve conflict.
- Questions:
 - Do you have comprehensive reporting procedures?
 - Yes. We go to great lengths to cover things, investigate, and work with those who contact us. We also have education activities/sessions that cover the differences between hate incidents and hate crimes to ensure reporting is thorough and accurate to assist investigations and follow-up.
 - Do you deal with special needs students, and are there topics on these situations?
 - We do, and we can. We can provide resources on ableism; contact us for more information.
 - How do you work with schools to ensure religious holidays are observed?
 - ADL Southwest sends out a comprehensive calendar including all religious holidays - schools should have prior to the school year beginning, but we can resend, as needed. Public link to calendar is available on ADL's website (search 'Observance Calendar') and also on the FBISD website. Also note that there are school policies where students can approach teachers/school leaders to take days off for observing religious holidays. Additionally, STAAR testing cannot be on a religious holiday, but PSAT can be.
 - Are the bullying posters hard copy or digital format?
 - Both.
 - On the stay-away agreements, which party moves classes?
 - It depends. We consider all factors, but typically it's a conversation that's had with parents to see what's best. We may put in place certain rules to make sure students will have the right to enroll in a class if it is only offered once during the year.
 - Are parents brought into these conversations about allegations?
 - Yes. We will notify them of the allegation and then follow up with them as the investigation progresses.
 - How do you handle the situation if the parents aren't satisfied?
 - Sometimes this happens. We try to walk them through the process, how we investigated, reviewing definitions of bullying in the FBISD Board Policy, etc. If they aren't okay with the plan, we will work with parents and students to provide them with the best services we can.
 - What about the confidentiality of the victim and the victim's parents?
 - Nothing that parents receive has the students' first or last name. Maybe they use initials, but we don't include names. Students may tell their parents, but FBISD doesn't provide this information to parents.

III. Administration

- Vote on May meeting minutes (Derek Craig, SHAC Secretary)
 - May meeting topic: student engagement survey and AHA Kids Heart Challenge
 - The vote on May meeting minutes was postponed – did not have quorum*
- Review committee goals and 2025-26 SHAC meeting dates (Catalina Flores-Rau, SHAC President)
 - 2025: Sept 10th, Dec 3rd
 - 2026: Feb 11th, April 8th, May 13th
 - The October meeting has been canceled.
 - All meetings start at 12pm CT

- Upcoming events and District Student Wellness Coalition (Shannon Nash, Specialist, Health, Wellness, & Prevention)
 - District Student Wellness Coalition
 - Current members = 39
 - Working towards 100% campus representation
 - Still need students for Crawford, Willowridge, and Marshall*
 - A few open spots remaining at Clements, Dulles, and Kempner
 - Think Tank is coming soon (Nov. 19th)
 - Planning for upcoming WCH initiatives for their home campus
 - Wellness tailgate is tentatively scheduled for April 30th

IV. Meeting Closure

- Attendees were encouraged to complete the pledge form to identify subcommittees they are interested in working with
- Meeting closed by Catalina Flores-Rau at 1:21 pm.

Attendance

SHAC Members present on 9/10/25

1.

Guests present on 9/10/25

1.