

**From:** Inwilliams2@fcps.edu <Inwilliams2@fcps.edu>  
**Sent:** Friday, May 14, 2021 12:37 PM EDT  
**To:** Claude, Michelle M. <MMClaude@fcps.edu>  
**Subject:** Fwd: [External] Re: CASE-0000551645 Anti-racism, Anti-bias Curriculum Survey

Pls manage response

Lisa Williams, Ed.D.  
Chief Equity Officer  
Fairfax County Public Schools  
571-205-4571

Begin forwarded message:

**From:** "Sheridan, Stephanie" <srsheridan@fcps.edu>  
**Date:** May 14, 2021 at 12:36:16 PM EDT  
**To:** "Williams, Lisa N" <Inwilliams2@fcps.edu>  
**Cc:** "Claude, Michelle M." <MMClaude@fcps.edu>, "Sheridan, Stephanie" <srsheridan@fcps.edu>  
**Subject:** FW: [External] Re: CASE-0000551645 Anti-racism, Anti-bias Curriculum Survey

Good afternoon Dr. Williams,

I'm following up on behalf of Laura Jane to find out how you will be taking care of the below email she received from a constituent. Will you be providing a response or replying directly to the constituent. If you'll be responding directly would you kindly copy Laura Jane and me on the response.

Thank you very much!

Stephanie Sheridan (she, her, hers)  
Executive Administrative Assistant to the School Board for:  
**Laura Jane Cohen – Springfield District**

Fairfax County School Board Office  
[srsheridan@fcps.edu](mailto:srsheridan@fcps.edu)  
Phone: 571-423-1065  
Fax: 571-423-1067

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**From:** Sheridan, Stephanie <srsheridan@fcps.edu>  
**Sent:** Wednesday, May 12, 2021 11:26 AM  
**To:** Sheridan, Stephanie <srsheridan@fcps.edu>  
**Subject:** FW: [External] Re: CASE-0000551645 Anti-racism, Anti-bias Curriculum Survey

Good morning!  
I'll take care of this.

Thanks a bunch,  
Lisa

Lisa Williams, Ed.D.  
Chief Equity Officer  
Fairfax County Public Schools  
571-205-4571

On May 12, 2021, at 8:16 AM, Cohen, Laura Jane H (School Board Member) <[lhcohen@fcps.edu](mailto:lhcohen@fcps.edu)> wrote:

Good morning!  
I'm not sure how to answer this one. Any thoughts?  
Thanks!

Laura Jane Cohen  
FCPS School Board Member  
Springfield District

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS

business and (2) someone requests it--even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

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**From:** Brian G <[REDACTED]>  
**Sent:** Tuesday, May 11, 2021 8:47 AM  
**To:** Cohen, Laura Jane H (School Board Member) <[lhcohen@fcps.edu](mailto:lhcohen@fcps.edu)>  
**Subject:** [External] Re: CASE-0000551645 Anti-racism, Anti-bias Curriculum Survey

Ms. Cohen,

Thanks for your response. I think the stated goal of a policy of equity and inclusion is a desirable outcome. I'm still concerned that the survey is not set up properly to understand people's experiences and thus will not provide accurate information to inform policy or education decisions. Maybe I'm missing something. Does FCPS have an independent review process for surveys (besides the company running them) to confirm the validity of the survey? If so, I suspect I'm reading too much into the questions.

Thank you.

Respectfully,  
Brian GRiffin

On Tue, May 11, 2021 at 8:47 AM Cohen, Laura Jane H (School Board Member) <[lhcohen@fcps.edu](mailto:lhcohen@fcps.edu)> wrote:

Good morning Mr. Griffin,

Thank you very much for your email. Your feedback is very important to me, and I appreciate your advocacy and input around the Anti-racism, Anti-bias Curriculum survey.

The survey is intentionally designed to understand the way people experience exclusion, powerlessness, and silencing within FCPS. FCPS is conducting this survey to create a policy around equity and inclusion that supports One Fairfax and reflects FCPS expectations of a caring culture.

If you continue to have questions or concerns please don't hesitate to reach back out to me.

My best regards-  
Laura Jane

Laura Jane Cohen  
FCPS School Board Member  
Springfield District

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Created by: Griffin, Brian, at 5/8/2021 7:49:25 AM

Requester: Griffin, Brian  
Summary: Curriculum

Requester Email Address: **personal contact information**

The following information was entered in the School Board Portal:

Client Selected: Springfield - Laura Jane Cohen

Client Lives in: Springfield - Laura Jane Cohen

Address:

**personal contact information**

Details: I just completed the survey to seeking input on the Controversial Issues Policy and Anti-Racism, Anti-Bias Education Curriculum Policy. I really appreciate the opportunity to provide input on this important topic. I have a concern with how the questions in the survey were structured in two ways: 1) The questions are too general or appear biased to a desired response to get an accurate understanding of the community or which items should be included in policies. For example, one is "The curriculum used in FCPS should teach students how to challenge power and privilege in society" This is too general as people will understand "challenge" in different ways. Some will see it as a peaceful way to seek change, others may see it as using more violent ways to seek change. This underling view will strongly influence the answers received. Another example is "Students experience barriers to learning because of how the schools and school system are designed." This question appears to seek a particular response and is too general. Of course there are students that have problems learning because of how public schools are setup. The details of "why" are missing from this question to understand if it the issues are from bias or racism or another cause. To have useful results, the survey needs to be specific. Perhaps it will need to be broken up into a few surveys. 2) There was no option for neutral or "I don't know". Given the structure of the questions mentioned above, I suspect the survey would have significantly different results if a neutral and "I don't know" option were included. These are complex topics and while I understand the statistics are easier if these options are excluded, the results will be more accurate if these options are included. Thank you for your time and consideration as FCPS addresses this important policy. Respectfully, Brian Griffin

**From:** Inwilliams2@fcps.edu <Inwilliams2@fcps.edu>  
**Sent:** Monday, May 17, 2021 5:37 AM EDT  
**To:** Claude, Michelle M. <MMClaude@fcps.edu>  
**Subject:** Fwd: [External] Throw Out Sham Survey, Stop Critical Race Theory in Fairfax County, Va.

Lisa Williams, Ed.D.  
Chief Equity Officer  
Fairfax County Public Schools  
571-205-4571

Begin forwarded message:

**From:** Debra Ciesar <personal contact information >  
**Date:** May 15, 2021 at 7:48:21 PM EDT  
**To:** "Williams, Lisa N" <Inwilliams2@fcps.edu>  
**Subject:** [External] Throw Out Sham Survey, Stop Critical Race Theory in Fairfax County, Va.  
**Reply-To:** debciesar@aol.com

Dear Chief Equity Officer Lisa Williams,

Fairfax County Public Schools sent out an unscientific survey to justify revising the Controversial Issues Policy and instituting a new Anti-Racism, Anti-Bias Curriculum Policy.

We must keep the existing Controversial Issues Policy, throw out this survey, and terminate the contract with the consultants hired to bring critical race theory to our classrooms in order to stop the indoctrination of children.

Regards,  
Debra Ciesar

personal contact information