

FUND TO ADVANCE RACIAL EQUITY Advisory Council Members



Erika Beltran

Leadership ISD:
Chief of Policy & Advocacy

erika@leadershipisd.org

www.linkedin.com/in/erikabeltran/

My vision of racial equity: In our community, I think racial equity success would mean that there is a general understanding and awareness that communities of color have long been underserved; there would be a willingness to "right those wrongs," so to speak. Success would also look like funneling resources to racial groups who are the most marginalized or impacted by inequities.

Note: I am still learning a lot, but have had some great exposure to antiracism work through colleagues within our organization.

An injustice anywhere is a threat to justice everywhere. – Martin Luther King, Jr.



Dr. Whitnee Boyd

Texas Christian University:
Coordinator of Special Projects – Office of the Chancellor

w.boyd@tcu.edu

www.linkedin.com/in/whitneeboyd/

My vision of racial equity: Racial equity can help to transform our world, nation, state, city, and neighborhoods. True racial equity will dismantle historical systems of oppression that have led to inequities in systems such as education, politics, workforce, lending, entrepreneurship, and others. Racial equity is a catalyst to a more just society.

Note: It is my hope that this work will lead to access and opportunity for Black and brown people and communities that have been historically excluded here in Fort Worth and beyond.

Give light and people will find the way. - Ella Baker



Carlo Capua

Z's Café:
Co-Founder

connect@carlocapua.com

www.linkedin.com/in/carlo-capua-6b644a15

My vision of racial equity: Where all members of the community: 1) can talk and have sensitive conversations with civility, dignity and respect; 2) care enough to understand what it might be like to walk a mile in someone else's shoes.

Note: The topic of social justice is the hallmark of my term as president of the Rotary Club of Fort Worth this year.

If not us, then who? And if not now, then when? - Congressman John Lewis



Fernando Costa

City of Fort Worth:
Assistant City Manager (5 departments; 4 units)

Fernando.costa@fortworthtexas.gov

www.linkedin.com/in/fernando-costa-44608433/

My vision of racial equity: All people are able to participate fully in society, and to contribute appropriately to the common good, without being burdened by arbitrary barriers to their success. Institutions and governments serve people according to their needs, not according to their power or influence.

If you want peace, work for justice. - Pope Paul VI



Juan Daniel (Danny) Garcia

Fort Worth Independent School District:
Supervisor – Parents as Teachers Texas Home Visitation Program

jgarcia_savealife@yahoo.com

www.linkedin.com/in/juan-daniel-garcia-ba514b59/

My vision of racial equity: When projects, events, issues and decisions are being planned or addressed, leadership does not need to be reminded about equitable representation at the table.

We cannot seek achievement for ourselves and forget about progress and prosperity for our community... Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own. - Cesar Chavez



Heather Guidry

Colonial Savings:

Vice President – Fair Lending Manager and CRA Officer (Community Reinvestment Act); Diversity & Inclusion Committee Chair

heather.guidry@gocolonial.com

www.linkedin.com/in/heather-guidry-crcm-94b99767

My vision of racial equity: To me, racial equity success is when we as a community recognize that everyone has a unique perspective based on life experiences. As a community, we respect these differences and become true allies so that all are treated equally.

Note: Our Diversity & Inclusion Committee is working hard to build a culture of inclusion through monthly newsletters, book studies, etc.

You don't need to see the whole staircase, just take the first step - Martin Luther King, Jr.



Leah M King

United Way of Tarrant County:

President & CEO

leah.king@unitedwaytarrant.org

www.linkedin.com/in/leah-m-king/

My vision of racial equity: Racial equity success looks like individuals and groups recognizing that they do not lose if / when resources are shared with those who have been marginalized.

To whom much is given, much is required. – Luke 12:48



Max Krochmal

Professor Max & Associates:

Principal

max.krochmal@gmail.com

www.linkedin.com/in/maxkrochmal/

My vision of racial equity: Success means dismantling the power structures that produce inequity and removing all the obstacles along the way. It means providing no-strings support for grassroots organizers who already know what is needed in their communities. Racial equity means the eradication of white supremacy as a system, and all the advantages and disadvantages it confers.

Strong people don't need strong leaders. - Ella Baker



Anette Landeros

Fort Worth Hispanic Chamber of Commerce:
President & CEO

anette.landeros@fwhcc.org

www.linkedin.com/in/anette-soto-landeros-570b3529

My vision of racial equity: When populations that are usually disenfranchised are empowered to be owners, planners, and decision-makers in the systems that govern their lives.

We delight in the beauty of the butterfly, but rarely admit the changes it has gone through to achieve that beauty. – Maya Angelou



Shawn Lassiter

Leadership ISD:
Consultant / Facilitator / Coach

shawn.classiter@gmail.com

www.linkedin.com/in/shawn-lassiter-1753b5145/

My vision of racial equity: A critical mass of racially conscious individuals, organizations, and communities that advocate for antiracist policies, practices, and culture.

Not everything that is faced can be changed, but nothing can be changed until it is faced. - James Baldwin



Netty Matthews

Fort Worth Chamber of Commerce:
Vice President – Economic Development

nmatthews@fortworthchamber.com

www.linkedin.com/in/netty-matthews-926865/

My vision of racial equity: For me, racial equity success is when race no longer impacts one's life experiences.

I have the audacity to believe that people everywhere can have three meals a day for their bodies, education and culture for their minds and dignity, equality and freedom for their spirits. - Martin Luther King, Jr.



Brandon Morris

Fort Worth Police Department:

Patrol; also support to these units: narcotics, property crimes, vice, and bike patrol

brandon.morris@fwbpoa.org

LinkedIn: N/A

My vision of racial equity: Racial equity success to me would be if you take a Black person from Stop 6 and put them in Southlake, they would be treated with just as much dignity and respect as if they were from that neighborhood and vice versa.

Note: I have a deep passion for the uplift and education of Black people. I am a firm believer that if you know better, you will do better, and if you know better, you can teach better to our future generations.

If you don't stand for something, you'll fall for anything. – Gordon A. Eadie



Marcus Morris

First Financial Bank:

President & CEO

mmorris@ffin.com

www.linkedin.com/in/marcus-morris-4474517b/

My vision of racial equity: Racial equity in my mind eliminates the outliers in every direction. Progress leads to fewer paths to success. The remaining paths become wider and wider and are used by all people.

I walk slowly, but I never walk backward. - Abraham Lincoln



Ryon Price

Broadway Baptist Church:

Senior Pastor

rprice@broadwaybc.org

LinkedIn: NA

My vision of racial equity: To me, we will arrive at a state of racial equity when one race of people does not have too much while another race still has too little of all that is necessary to live and flourish.

There are three kinds of patriots, two bad, one good. The bad ones are the uncritical lovers and the loveless critics. Good patriots carry on a lover's quarrel with their country, a reflection of God's lover's quarrel with all the world. - William Sloane Coffin



Dr. William T. Slater

Texas Christian University – College of Communication:
University Dean (retired) & Professor Emeritus

w.slbater@tcu.edu

<https://www.linkedin.com/in/william-slater-aa703113/>

My vision of racial equity: Racial equality will be achieved when the gap between whites and people of color is eliminated, and success, in whatever form, is based on ones' abilities and skills.

The two most important days in your life are the day you were born and the day you find out why. – Mark Twain



Angela White

Tarleton State University:
Academic Advisor

awhite@tarleton.edu

www.linkedin.com/in/angelacwhite

My vision of racial equity: To me, racial equity success would include a recognition that equality does not always lead to equity. Equity focuses on outcomes. We must identify the desired outcomes, and then align, gather, and distribute resources so all groups of people can achieve those outcomes.

It always seems impossible until it is done. – Nelson Mandela



Dr. Yvette M. Wingate

Tarrant County Public Health:
Health Equity Coordinator

ymwingate@tarrantcounty.com

www.linkedin.com/in/ymwingate

My vision of racial equity: Racial equity can be successfully achieved when individuals, families and communities can thrive regardless of race/ethnicity or place. Pro-equity policies, practices, and systems must be developed, implemented, and sustained in order to effectively address and eliminate the root causes of racial inequities and advance racial equity.

Note: Racial equity takes a holistic approach that requires intentionality, where data is disaggregated by race and ethnicity. This allows for a clearer picture of the issues that need to be addressed, especially those that are disproportionately affecting the Black community. You have to be willing to walk the talk even when it is uncomfortable.

The time is always right to do what is right. - Dr. Martin Luther King, Jr.



Connie Winkle

JPS Foundation:
Senior Grants Specialist

CWinkle01@jpshealth.org

www.linkedin.com/in/conniewinkle

My vision of racial equity: Racial equity success is equal access to all resources, regardless of skin color or gender, including healthcare, mental healthcare, healthy foods, transportation, education, employment with a living wage, housing, political leadership, business leadership, entrepreneurship, or any other resource. It is also about social justice - not having to live in fear of discrimination, violence, and even death at the hand of others, including law enforcement. It includes strategies to overcome institutionalized racism and discriminatory public policy. It also includes a welcoming immigration policy with a path to citizenship.

Note: In my career as a social worker and grant professional, my work has focused on vulnerable, underserved, low-income populations, including persons of color, women and children/adolescents, LGBTQ persons, and persons experiencing homelessness.

It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences. - Audre Lorde
