



March 23, 2022

Dr. Brian T. Woods
Superintendent
Northside Independent School District
Sent via email to executive assistant, Linda Magee

Dear Dr. Woods:

The Foundation Against Intolerance & Racism (FAIR) is a nonpartisan, nonprofit organization dedicated to advancing civil rights and liberties and promoting a common culture based on fairness, understanding, and humanity. We have more than 100 chapters and tens of thousands of members nationwide, including in Texas. Our website, fairforall.org, can give you a fuller sense of our identity and activities.

We write in response to a report regarding Leon Springs Elementary School that was submitted to us through our transparency website, fairtransparency.org. That report alleges:

Children at a Texas elementary school were segregated by the color of their hair, with one group told they're not as smart as the others. It was supposed to be a lesson on racism, but students were separated according to hair color, with one group receiving preferential treatment. All of the dark-haired kids, the brown- and black-haired kids, were treated as the privileged ones and the blonde-haired and the redhead kids were the ones treated not so nicely.

The report also links to various news articles, which state that the students in the lighter-haired groups were told they were not as intelligent as their classmates, were purposely given a game with missing pieces so they could not play, and were made to clean up after the children in the darker-hair group. Presumably, children in the darker-hair skin group were compelled to participate in or witness the mistreatment of their classmates. According to the news articles, these children were ten years old.

As an advocate for pro-human anti-racism, FAIR respects educators who undertake efforts to create positive change and greater fairness. However, instruction that attempts to remedy prejudice should not itself further prejudice or disregard the individuality and dignity of children by requiring them to administer and receive degrading treatment based solely on their physical characteristics. We believe schools can (and should) teach about the evils of racism without separating children according to their group membership and requiring them to deliberately mistreat each other and participate in humiliating activities. Rather, we believe schools should emphasize their students' common humanity and shared dignity that transcends physical appearance and group membership.

FAIR would like to assist Northside Independent School District in curating a pro-human approach to teaching about difficult subjects such as racism, one that makes the dignity of each individual a priority

while still respecting students' and teachers' diverse cultural backgrounds. FAIR's approach is committed to teaching a comprehensive, all-encompassing, and honest analysis of American history that acknowledges both failures and progress. Staff and students should have the tools they need to develop a cultural conscience of respect without making physical characteristics and group identity the focal point of interactions. We believe this approach will help promote understanding, tolerance, fairness, and a sense of shared belonging within your schools.

FAIR is able to offer its [FAIR Diversity](#) and [FAIRstory](#) diversity, equity, and inclusion programs to public schools at little to no cost. Both were created by experts and are based on empirical research. FAIR Diversity is a tool for teachers and administrators that uses a pro-human, person-centered approach to creating diverse, equitable, and inclusive workspaces. The FAIRstory curriculum provides customizable lesson plans for kindergarten through twelfth grade, with supporting materials that teach students about:

- the particular **accomplishments and contributions** of people of diverse backgrounds to progress in America;
- the foundations of **American institutions** and their relationship to the construction of American identity through history;
- the **historic and ongoing struggles against intolerance and racism** by people of diverse backgrounds in the United States;
- the ways in which different demographic **categorizations often overlap or intersect in unique individuals**; and
- the value of **mutual understanding and respectful dialogue** for the production of a more just American society.

Please let us know if Northside Independent School District would be interested in these programs or in otherwise collaborating with FAIR to further the pro-human movement in our nation's public schools.

Very truly yours,

Letitia Kim
Managing Director of the Legal Network
Foundation Against Intolerance & Racism

cc: Karen Freeman, NSID Board of Trustees, President
Joseph Medina, NSID Board of Trustees, Secretary
Gerald Lopez, NSID Board of Trustees; Vice President
M'Lissa Chumbley, NSID Board of Trustees
Robert Blount, NSID Board of Trustees
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