



Superintendent Lane Ledbetter  
Assistant Superintendent of Administration Tamy Smalskas  
Carroll Independent School District  
2400 North Carroll Ave.  
Southlake, TX 76092  
**via email at [lane.ledbetter@southlakecarroll.edu](mailto:lane.ledbetter@southlakecarroll.edu),  
[tamy.smalskas@southlakecarroll.edu](mailto:tamy.smalskas@southlakecarroll.edu)**

May 8, 2024

Dear Dr. Lane Ledbetter and Dr. Tamy Smalkas,

We, Thomas Harvey and Raven Rolle, write on behalf of Cultural and Racial Equity For Every Dragon (CREED) and Southlake Anti-Racism Coalition (SARC). CREED is a group of Southlake parents dedicated to ensuring CISD implements policies that provide students with a safe and supportive learning environment. SARC is a coalition of current and former students mobilizing for the implementation of systemic, anti-racist change in CISD.

We were notified on May 6, 2024 that the U.S. Department of Education's Office of Civil Rights (OCR) has invited the District to negotiate resolution of four civil rights complaints filed by CISD families. We trust that the District takes this invitation seriously given that OCR only invites a school district to negotiate resolution of complaints when it finds that that district has engaged in civil rights violations. *See* OCR Case Processing Manual § 303(b)-(c). We urge the District to enter into good-faith negotiations with OCR and agree to remedies to address and prevent discrimination and harassment within the District.

Members of CREED and SARC first filed complaints with OCR over three years ago, in April 2021, describing incidents where students were subjected to racial slurs, homophobic comments, and other verbal and physical harassment on the basis of race, gender identity, and sexual orientation without appropriate intervention from school officials and administrators. While OCR conducted its investigation, CISD students have continued to endure repeated harassment on the basis of race, religion, gender identity, and sexual orientation. During this time, the Board utterly failed to take steps to address the hostile environment that harmed students within CISD schools, instead rolling back policies meant to protect students against harassment and imposing new policies likely to exacerbate harassment on the basis of gender identity and sexual orientation.

Superintendent Ledbetter once said that, "My job is to take care of kids." We now urge you to fulfill that commitment by agreeing to remedies that will address the hostile environment in CISD schools and fulfill your responsibility to protect all students, including the students who filed these complaints. By doing so, CISD will follow the lead of other Texas school districts, including [Clear](#)

[Creek ISD](#) and [Kerens ISD](#), that have entered into voluntary agreements with OCR to implement district-wide remedies.

We urge CISD to accept OCR’s invitation to negotiate in good faith and do right by CISD students. **We respectfully request that you respond to this letter by Friday, May 10** to inform us of whether the District will negotiate with OCR and will commit to regularly updating the public about the status of those negotiations. After close of business today, we will publicly share this letter and undertake efforts to educate the public about OCR’s findings, the resolution process, the benefits of voluntary negotiation, and the steps OCR may take if the District refuses to negotiate. Don’t push out Carroll ISD’s Black, brown, and queer students – we all belong here, discrimination does not.

If you or the District are represented by counsel in these OCR complaints, please forward this communication to counsel and request that your counsel direct any response to CREED and SARC’s counsel by contacting Katrina Feldkamp at the NAACP Legal Defense Fund ([kfeldkamp@naacpldf.org](mailto:kfeldkamp@naacpldf.org)) and Raqiyyah Pippins at Arnold & Porter, LLP ([raqiyyah.pippins@arnoldporter.com](mailto:raqiyyah.pippins@arnoldporter.com)).

Sincerely,

s/ Raven Rolle

Raven Rolle  
Southlake Anti-Racism Coalition (SARC)

s/ Thomas Harvey

Thomas Harvey  
Cultural and Racial Equity for  
Every Dragon (CREED)

cc: Cameron Bryan, CISD Board of Trustees President