

New Paltz Central School District-Racial Equity Initiative Advisory Committee

Minutes from December 4, 2018—District Office, 6pm. Minutes submitted by Cathy

Attending: Diana A. (BOE alternate), Tricia B., Miranda C., Kristen M., Cathy S., Sophia S. (BOE), and Paris W. Because of the small group, community member Maggie V. was asked to join the table. BOE president Micheal O. also joined the table. Paris facilitated the meeting.

We reviewed incident reporting mechanisms and compared to New Paltz's DASA form. Several members noted that our form is hard to find online. It is not under "For Parents" or under "For Students" tabs. Discussion: who kids go to if they want to report an incident within the school? Are the teachers trained to take all reports seriously and to follow some sort of protocol to get it handled? A student shared an incident that occurred during the Latino Hispanic Heritage celebration last week. A kid(s) who often make derogatory comments made some about the celebration. Kids told teacher and teacher said she would tell principal. Kids feel there was no follow-up.

At our last meeting we liked the idea of anonymous reporting:

Incident Reporting Online Anonymously

(***Best example*) Monroe-Woodbury

Schools: <https://www.mw.k12.ny.us/district-services/school-safety/anonymous-alerts-anti-bullying-app/>

See Something / Say Something, at Spackenkill High

School: <https://asp.schoolmessenger.com/spackenkill/quicktip/>

Anonymous Alerts, at Saugerties

Schools: <https://www.anonymousalerts.com/saugertiescsd/> and it can be accessed from the school website located here: <https://www.saugerties.k12.ny.us>.

See Something / Say Something, at Wappingers

Schools: <https://www.wappingersschools.org/Page/27334>

Here are links of incident reporting that feel more user friendly:

<http://www.cumberlandschools.org/content/incident-report>

This site has a lot of useful info, but item 3 has the incident report (DASA) form:

<http://www.nyscfss.org/parent-information-faqs>

Distribution of bullying log provided by M.Rice. Lots of questions revolving around this: Who logs info? As abbreviated as it is, where does that info go? How is it used?

Discussion of quorum. Now that we are officially (BOE ironing out making exit of B.Ball and A. Chiger official) down to 11, quorum is 6. Ideally, quorum represents all

different stakeholders-community members, students, NPCSD staff, and BOE member. As of now, we have no NPCSD staff members.

Discussion with President O'Donnell regarding NYU Steinhardt's involvement in racial equity work around the Hudson Valley. There was a concern that hiring someone from "the outside" would be badly received by the community as it has been in the past. Some commented that previous attempts felt badly-centered—the community was not asked what the problems were before the "outsiders" started to "fix" the issues. No one talked to the kids first. Basically, the times outside facilitators interacted with the community regarding racial equity, the interactions were not positive. We left it that we would research how NYU Steinhardt are being used in other districts, and see if there is an appropriate way to use their services. We discussed the importance of centering the work on lived experiences.

BOE members expressed that our recommendations are more geared to the district, not the BOE. It was suggested that to make our recommendations more actionable, they should be made into policy changes/policy recommendations.

Discussion of Systemic Racism definition. It would help to know the context by which this definition was created and who created it. We will follow up with our suggestions ASAP.

Racial Incident Reporting

The following are samples of possible improvements on the mechanisms available to students/parents/staff to report racial incidents:

Incident Reporting Online Anonymously

(***Best example*) Monroe-Woodbury Schools: <https://www.mw.k12.ny.us/district-services/school-safety/anonymous-alerts-anti-bullying-app/>

See Something / Say Something, at Spackenkill High School: <https://asp.schoolmessenger.com/spackenkill/quicktip/>

Anonymous Alerts, at Saugerties

Schools: <https://www.anonymousalerts.com/saugertiescsd/> and it can be accessed from the school website located here: <https://www.saugerties.k12.ny.us>.

See Something / Say Something, at Wappingers

Schools: <https://www.wappingersschools.org/Page/27334>

Incident report forms

- This online form is very user-friendly and offers more opportunity to describe incident and history: <http://www.cumberlandschools.org/content/incident-report>

- This site has a lot of useful info, but item 3 has the incident report (DASA) form: <http://www.nyscfss.org/parent-information-faqs>

Add to Action Plan

- On reviewing the District's Action Plan for Racial Equity, it appears that hiring a diverse school staff is not an action item for creating a more culturally proficient district. Add "hiring for racial equity" to the Action Plan.

Document Action Plan Milestones

- In an attempt to align the work of the committee with the work of the district, it would be helpful to see milestones for the Action Plan. Racial Equity Community Forums (Possibility for extracting milestones from the questions provided by parents).
- Action Plan notes all students to be included in surveys; the currently proposed Climate Survey covers only MS and HS.

Hiring Protocols

- Considering that the hiring, retaining, and supporting of people of color is one of our immediate priorities, how can the REAIC committee be a part of the hiring process now?
- Review the structure of the interview process to include an integrated gathering of parents and professional staff to reinforce shared values to candidate and to each other.