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Racial Equity Initiative Advisory Committee

The New Paltz Central School District Board of Education shall create the following committee in accordance with Board Policy #2210, "Committees of the Board": Racial Equity Initiative Advisory Committee. The committee is an ad-hoc advisory committee and cannot make legal decisions for the Board of Education.

Rationale

The Board of Education recognizes that institutional racism exists within the New Paltz Central School District and that a failure to address this important issue represents an abdication of our sworn oath and a violation of the District's Guiding Principles.

While the Board is legally empowered to enact policy changes that shape a more equitable environment, the integrity of these changes depends on the affirmative and direct involvement of those with insight into and expertise around inequity. The Board, therefore, shall create an ad-hoc Racial Equity Initiative Advisory Committee to facilitate that direct involvement.

Initial Charge

The Racial Equity Initiative Advisory Committee shall evaluate and support the District's evolving Racial Equity Initiative in accordance to the District's Guiding Principles and in accordance with the Board of Education's purview and legal authority.

Immediate Priorities

- Review the District's current draft of the "Action Plan for Addressing Racial Equity and Creating a Culturally Proficient District".
- Analyze data and feedback acquired from the wider community from community workshops, Board of Education ("BOE") meetings, and Superintendent's Dialogues and recommend actions to the BOE that address the stated concerns. Recommendations that can be enacted in the short-term should take priority.
- Make recommendations focused on effective, multi-directional communication between the New Paltz Central School District ("the District") and the Community.
- Make recommendations regarding the District's Equity Report Card.
- Propose strategies for recruiting, hiring, and increasing longevity of staff members of color in the District.
- Examine curricular materials and highlight potential areas of bias.
- Review the Code of Conduct as it relates to issues of racial equity.

The committee's scope is not limited to these priority items, but should stay faithful to the District's Vision, Guiding Principles, and rationale that drove the Committee's creation. The committee is not empowered to recommend changes to the District's existing governance structure, which is defined by law.

Membership

- Up to one (1) BOE members
- Up to six (6) community members
- Up to four (4) current middle school or high school students
- Up to four (4) current instructional staff
- Up to two (2) non-instructional staff members
- Up to three (3) administrators
- Superintendent as ex-officio member

Membership selection and process

- BOE members
 - Appointed by the President of BOE
- Community members
 - Appointed by the BOE
 - Community members may apply via a short questionnaire and may also add a letter of interest if they choose (questionnaire TBD).
 - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.
- Students
 - Appointed by the BOE
 - Students may apply via a short questionnaire and may also add a letter of interest if they choose (questionnaire TBD).
 - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.
- NPCSD Instructional staff
 - Appointed by the BOE
 - Staff may apply via a short questionnaire and may also add a letter of interest if they choose (questionnaire TBD).
 - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.
- NPCSD non-instructional staff
 - Appointed by the BOE
 - Staff may apply via a short questionnaire and may also add a letter of interest if they choose (questionnaire TBD).
 - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.
- NPCSD administrators
 - Appointed by the BOE
 - Administrators may apply via a short questionnaire and may also add a letter of interest if they choose (questionnaire TBD).
 - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.

Questionnaires and letters of interest should be sent **only** to the District Clerk. The District Clerk will anonymize the applications before they are reviewed by the BOE. The selected members will be kept anonymous until disclosed at a public meeting.

Membership Terms

- Initial membership terms will be for either one (1) year or two (2) years
- One- and two-year terms will be randomly and anonymously distributed within membership categories (community, student, instructional staff, etc.)
- Upon expiration of the first set of 1-year terms, all future terms will be for 2 years.

Operations

- The committee shall have a Chairperson (“the Chair”).
 - The initial meeting of the Racial Equity Initiative Advisory Committee (“the REI Committee”) shall be chaired, *pro tempore*, by a BOE member appointed as by the President of the BOE.
 - The *pro tempore* Chair’s only responsibilities are:
 - To review the REI Committee’s charge and operating procedures.
 - To conduct the election of the acting Chair
 - The role of Chairperson is open to all committee members, including the *pro tempore* Chair.
 - Members interested in serving as Chair shall express their interest at the initial meeting and issue a brief statement in support of their candidacy.
 - All committee members will cast a single vote for their preferred candidate. Members may not abstain.
 - Election will be via instant runoff voting (IRV).
 - Upon election of the acting Chair the *pro tempore* Chair’s duties shall cease
 - If no one expresses interest in serving as Chair, the *pro tempore* Chair will serve in that role until an alternative member or members express interest
- Chairperson’s duties:
 - Solicit agenda items from committee members and construct meeting agendas
 - Preside over an efficient and open discussion among members
 - Invite guests to present or advise at committee meetings
 - Ensure that minutes are recorded and submitted to the District Clerk
 - Appoint a committee member to act as Chairperson in their absence
 - The Chairperson’s term shall be one (1) year
 - Upon expiration of the Chairperson’s term there will be a new election process as specified above
 - The Chairperson may resign their position without resigning their membership on the committee
 - A member may serve a maximum of two consecutive terms as Chairperson
 - The Chairperson may recommend to the BOE that a member be removed from the Committee if they are absent for 3 or more consecutive meetings
- The meeting schedule, length, and location shall be established by the BOE in consultation with District administration
- A quorum of committee members must be present to conduct an official meeting
- Procedure for making official recommendations to the BOE:
 - The recommendation must be presented as a motion by one member and seconded by a different member
 - A discussion of the recommendation among the full membership must be allowed before voting
 - The committee shall ratify official recommendations to the BOE via simply majority vote of the full membership of the committee

- Adopted recommendations shall be submitted, in writing, to the District Clerk
- Committee Reports
 - The Committee Chair or an appointee shall attend the 1st meeting of the month that immediately follows the most recent Committee meeting to present a verbal report.
- Meetings may be attended by the public.
 - Allowance of public comment and feedback is at the discretion of the committee Chair.
 - Non-committee members may not participate in votes or deliberations.
- The committee may establish subcommittees as necessary.
- Committee members are forbidden from discussing specific students and personnel in public session
- The committee may enter executive session only for the selection, replacement, or re-appointment of new committee members

Modification of Operating Procedures

The Committee is empowered to make changes to their operating procedures, subject to majority vote of Committee membership and Board approval. There will be a moratorium on recommending any changes until the committee has met at least three (3) times.

Initial Meeting Calendar

All meetings will be held in the District Office Conference Room.

Thursday, April 12, 6pm

Thursday, May 10, 6pm

Thursday, June 7, 6pm

Adopted by the Board of Education on March 14, 2018.