

Minutes approval: A. Lauchaire, L. Bryant, Molly Brooks, Lisa prince

Minutes for REIAC Meeting

Date: 1/11/2022

Time: 6:30pm-8:00pm

Location: District Office Conference Room

Chair: Limina Grace Harmon

Minute Taker: Liz Pickett

Report Out to BOE (2/2/2022) Lisa Prince

In Attendance: Melissa Yang Rock, Diana Armstead , Allison Lauchaire ,Molly Brooks, Lisa Prince, Angela Urbina-Medina, Liz Pickett, Bianca Tannis, Bentley, Laura Bryant

Meeting with Superintendent Urbina-Medina

Equity teams have been established in all four buildings. All four teams have been submitting meeting minutes.

The high school has had 3 meetings, one in October, one in November and one in December. Their focus has been on defining equity, common language and graduation data.

The middle school had their first meeting in November. Their focus was on equity.

Lenape has had 2 meetings. Their focus has been representative text, diversity staff hires and book study.

Duzine has been meeting regularly. Their focus has been on team vision, goal setting, self assessment, materials including making sure all communications with families are available in English and Spanish.

Results from the Thought Exchange

A thought exchange was sent out to staff only asking; where do you feel you are in terms of equity in your school? Results from 100 participants were returned. Superintendent Urbina-Medina shared these with REIAC committee. Highlights included staff being valued for their time and efforts, understanding and acceptance, need to build a common language, lack of diversity in staff, inclusive curriculum, and access to services for the community. They ask for all 4 buildings to use the same terminology and expressed a need for adults to model their behavior for students. The NYS framework is going to be presented by Superintendent Urbina-Medina to the principals and she reports that now NPCSD is ahead of most school districts.

Due East will have their third session with administrators, including food services, transportation and facilities in February. All participants have expressed feeling very enthusiastic and providing great feedback. Lack of substitute teachers is hindering ability to schedule sessions

with teachers. Frustration from teachers wanting to move forward in all four buildings. REIAC would like to be able to support initiatives. Suggestion was made to alert the teachers that Due East is planning on sessions with them.

Allison brought up being prepared for parents opposing initiatives and specifically noted Moms For Liberty as they have already tried infiltrating neighboring school districts.

Request for data was made as the data in the past they were presented with was spotty and vague. Allison asked for accurate data and would like to know how it is collected.

Superintendent Urbina-Medina discussed that there has not been enough attention to record keeping in the past few years and believes that everything has been under reported. She states that she and Sandy have been working on improving the system.

REIAC will work on a public comment protocol at next meeting.

Molly asked if REIAC could introduce themselves to the equity teams to let them know that we are here and if they'd like any assistance with matters they can approach us but Bianca stated that as a board committee, the members cannot do this. Suggestion was made to create a brochure which talks about what REIAC is and how they can be supportive.

Update from BOE Liaison: Diana Armstead

Update from Student members: Sisa Castellanos (not present but sent a written request) asking what to do and where to report a concern involving a student using hate speech. Suggestion made to report it to TIPS which is accessible on the NP website.

Public Comment: none

Agenda:

1. Chair-Diana Armstead
2. Minutes
3. Report -Lisa Prince 2/2/22