

Agenda and Minutes for REIAC Meeting

Date: 2/09/21

Time: 6:30pm - 8:30 pm

Location: Webex

<https://newpaltz.webex.com/newpaltz/j.php?MTID=m83529b22f5de3e104e23cc425717a9b0>

Chair: Melissa Y. Rock

Minute Taker: Allison Lauchaire

Report out to BOE: Melissa Y. Rock on 2/17/2021

In attendance: A. Lauchaire, M. Yang Rock, J. Berry, D. Armstead, D. Chen, M. Brooks, E. Pickett, A. Florencio-Wain, K. Masson-Diedhiou,

Deadline for approval of minutes: 2/15/2021

Approval of Minutes from 2/9/2021

Approve: Darren,C, M. Brooks, M. Rock, L. Hasbrouck, Liz Pickett, Diana Armstead, Kristen Masson-Diedhiou

- A. **Confirm date and time of next REIAC meeting-** March 9, 2021
- B. **Establish minute-taker and Chair for next meeting :**
 - Chair:** Elizabeth Pickett
 - Minutes:** ?
 - Report out:**
- C. **Community Agreements (Please review prior to the meeting)**
[Meeting Ground Rules](#)
- D. **Review [REIAC Immediate Priorities Task List](#)** Update information, progress and completion dates.
 1. Updates to web page (DASA Form and Glossary of Terms) to REIAC page (Update from Liz)
Thank you for updating the webpage:
 - Members were updated
 - Glossary of racial literacy terms were updated
 - Page is under BOE tab, Committees and Our District tab
 - DASA form is being updated
 - While we understand the need for streamlining, can we add DASA form to the "D" section in the parent directory?*
 - What is the process for getting things on the website? Who is decision-maker?*
 2. DASA form added to the student and parent page. (see above)
 3. REIAC getting space on the front page of web page on the sidebar with announcements (see above)
 4. Feedback from student members (What are your needs?)
 5. THIS WAS NOT DISCUSSED Testing protocol for Covid-19. Is the information and form accessible in other languages,
 - What are some strategies for helping families access forms in their first language?
 6. THIS WAS NOT DISCUSSED - If REIAC can come up with a specific list of questions regarding areas of DATA to be gathered, the Superintendent said *we should send them directly to her.*
REIAC will generate a list of questions to send to the Superintendent.
Who will email these questions to Superintendent Urbina Medina after this meeting? _____

Sample Questions below:

- *Who is missing? Which students have been absent?*
- *What are the patterns (demographics) of students who are failing or doing poorly?*
- *What's the data on the children who are being brought to the attention of the people who track attendance and what is the follow up on that?*
- *What is the protocol for tracking students/how can the school district beyond their main teacher support outreach to check on students who have been MIA?*
- *How do lateness, or schedule changes (meetings on an asynchronous day), or absences due to doctor's appointments, etc... impact grading? What is the communication protocol for students/parents in these situations?*
- *What are the special education dropout rates? Or rates of participation?*
- *What is the ENL dropout rate? And participation rates within classes?*
- *How are we assessing the mental health for students and staff? Based on these assessments, how can the district budget for the needs anticipated for 2021-22.*

E. Updates from BOE Liaison Diana Armstead

- a. See new business - Recognition of community members for Black History Month
 - i. Spectrum news will interview Albert Cook in his classroom Feb 10, 2021

F. Public Comment

G. NEW BUSINESS

- **REIAC recognition of community members** who have long worked for racial equity and justice in New Paltz/NPCSD. (Diana)
 - Biographies for Recipients:
<https://docs.google.com/document/d/1qG16YPI6J-e2b6Uz-vReYP8B5kIEJOfq9Rj16ntKdE0/edit?usp=sharing>
 - Black Lives Matter at School (SUNY New Paltz programming):
<https://hawksites.newpaltz.edu/blmatschool/>
- **Black History Month education/curriculum/celebrations** across NPCSD: Black Lives Matter informational flyer (AHS) and support for curriculum development (Jenn P. 1/20/21 email; Sara Shepphard's email 1/16/21)
 - Allison - NPMS PTA Feb meeting agenda includes questions posed to Mrs. Sheldon about how Black History Month and Black Lives Matter are being addressed.
 - Duzine is putting up a bulletin board displaying the principles of the Black Lives Matter movement.
 - Kristen - Teachers are sharing resources, but no directives on how to use them.
 - Alana - at the high school Black History Month is acknowledged, but instructional content doesn't change
 - Jenn - teachers need to learn the content before they can teach it - What does this say about the district?
 - *Teachers need training - BOE set aside funds.*

- *Is it possible for the BOE to adopt a policy regarding how Black History is taught? (not just Black history...) BOE needs to set tone and policy. Building admin needs to follow-through and hold teachers accountable.*
 - *Is there a point-person for equity work in the district? Is it Ricky Butler? We do not have access to any decision-makers (We have never had a principal attend a REIAC)*
 - *Buildings have Equity teams - can a member from each committee attend REIAC?*
 - *How is the BOE held accountable? REIAC recommends that the BOE participates in Undoing Racism.*
 - *Because Generation Ready didn't work out, what are the next steps? How the district plan to hold itself accountable to the BOE's Anti-racist statement?*
 - *REIAC is requesting a meeting with Superintendent Urbina Medina to discuss REIAC's charge and how we can be more effective and more collaborative with the district.*
- **Webinar Discussion:** [Institutional Racism: Raising Awareness and Meeting the Needs of All Students](#) (Diana)
 - Reflection: anti-racism work needs to involve everyone... top down, and all ways.
 - People on the BOE are the gatekeeper, they need to develop an equity lens.
 - Diana will reach out to Nyack to see if we can meet with them.
 - **Arlington High School Equity Conference** (Allison)
 - March 10, 2021 (6:30ish to 8:30ish)
 - A copy of the event's promotional flyer can be found [here](#).
 - A copy of the event registration form can be found [here](#).
 - Related: AHS Equity Student Panel Discussion (https://youtu.be/hLKKL_3ScT0)

Did not get to the following items:

- **Breakout Sessions** (into the following three groups: Student Groups, Curriculum & Culturally Responsive Practices, Website and Communications. A list of all subcommittees and links to the related REIAC Immediate Priorities - Task Lists is listed after the "End of the Meeting" notation on the [1/12/21 Meeting Minutes](#).)
 - **Student Groups** (Allison Lauchaire, Melissa Y. Rock - both offered to help/assist)
 - [REIAC Immediate Priorities - Tasks List IM #5?](#)
 - **Curriculum/ Culturally Responsive Practices** (Allison Lauchaire, Lisa Hasbrouck, Alana Florenco-Wain)
 - [REIAC Immediate Priorities - Tasks List IM #5](#)
 - [REIAC Immediate Priorities - Tasks List IM #6](#)

- Racial Equity Professional Development/Curriculum development
[RESOURCES](#)
- **Website & Communications** (*Matthias Lai, Jenn Berry*)
 - [REIAC Immediate Priorities - Tasks List IM #2](#)
 - [REIAC Immediate Priorities - Tasks List IM #7](#)
 - Communication with superintendent: Vision to focus our work and shape our communication: (Make this a priority.)
 - Where does REIAC fit in?
 - How can REIAC best serve the students, parents and community in collaboration with the BOE/admin?
 - Build a relationship with the superintendent so that we can include her in our work. Give a history of what we have brought to the table. This is what we continue to work on. This is what we have not been able to do. How can we support her?
 - We should have something written up and invite her to our meeting with a date and time.

H. Links/Resources for ongoing business

a. Previous Meeting Minutes (to see old business)

- i. [August 2020](#), [September 2020](#), [October 2020](#), [November 2020](#), [December 2020](#), [January 2021](#)

b. [REIAC Immediate Priorities Task List](#)