

Minutes for 10/12/21 REIAC Meeting

Minutes approved by: Molly Brooks, Melissa Rock, Allison Lauchaire, Limina Grace Harmon, Lisa Prince, Laura Bryant, Diana Armstead

Location: District Office Conference Room Chair: Limina Grace Harmon (Jennifer Berry)

Minute Taker: Molly Brooks

Report Out to BOE (11/3/2021): Liz Pickett

Called to order: 6:45 PM

In Attendance: Limina Grace Harmon, Allison Lauchaire, Bentley McNulty, Lisa Prince, Molly Brooks, Melissa Rock, Sisa Castellanos, Suri Castellanos, Liz Pickett, Diana Armstead, Laura Bryant

Visitor: Bianca Tanis (BOE). Maureen Crocker (public comment)

Update on last BOE report out: There has not been a report out since the last REIAC meeting. The next report out will be on November 3, 2021.

Update from BOE Liaison: Diana Armstead

Diana spoke with Superintendent Urbina-Medina about Racial Equity Teams (RETs) in the buildings. People who are interested in participating on the teams were identified from the survey sent out in June 2021. Diana recommended that a few members of REIAC meet with Superintendent Urbina-Medina to solidify an action plan for the RETs.

Public Comment

Maureen Crocker with Concerned Parents of New Paltz shared a concern of a child/family of color experiencing an unreasonable delay getting enrolled in the district due to proof of residency requirements. Update: with the support of Concerned Parents of New Paltz & District staff the child was successfully registered for school the following day, 10/13/21.

New Members

REIAC welcomed new members Sisa Castellanos, Suri Castellanos, Bentley McNulty, and Laura Bryant and provided a background on the committee's work and current priorities, including the roll-out of Due East's work with the district and establishing RETs.

Racial Equity Teams

Discussion: Some REIAC members are currently attending the [Equity Literacy Institute's Racial Equity Facilitator Training](#) (paid for by the district). REIAC discussed how to use these trainings to work with Racial Equity Teams.

Currently, Duzine's RET continues to be active. Lisa Prince reported that there are at least 15 members; they hold a half-hour meeting every other week remotely. Their projects include schoolwide art projects such as "migration is natural" mural, sharing book ideas, and planning BLM curriculum. Two members are taking the [Equity Literacy Institute's Racial Equity Facilitator Training](#).

Laura Bryant reported that the Middle School is following up with people who said they'd be interested in joining a RET and making plans to get started.

At Lenape, invitations for several committees, including RET, were sent during this school year, but the current status of a RET at Lenape is unknown.

REIAC is unaware of RET development at the High School.

The high school student members will consider recommending high school staff who might be interested in joining a high school RET.

Stipend: are building equity teams an initiative of REIAC, and thereby, of the BOE?

REIAC identified two steps to continue RET development:

Step 1: Meeting with Superintendent Urbina-Medina

REIAC members Liz Pickett, Limina Grace Harmon, and Melissa Rock will ask to meet with Superintendent Urbina-Medina to discuss next steps. Topics to discuss:

- Would it be helpful to reach out to the people who responded to the June 2021 survey and said they were interested in joining a RET?
- How do Due East facilitators interface with the buildings? Should Due East facilitators work with interested parties at each school? Can Due East hold an informational session for staff who are interested in working on the RETs? Or should this be done by REIAC?
- Who are the already identified passion leaders? Should the district identify more people interested in joining RETs or galvanize the ones who have already expressed interest - or both?
- Have the people who responded to the survey been vetted, asked to help begin organizing efforts, and have their questions been answered (some respond to the survey with questions)? Can the BOE send an email thanking staff for expressing interest and emphasizing support for this work?
- Can RET members get stipends?
- On hiring: how can we ensure that a REIAC member is on each hiring team?

Step 2: Contacting passion leaders

- Lisa and Laura will write the letter inviting people to join RETs
- REIAC will make the recommendation to BOE to make a clearer picture of what it will look like with Due East working with the district.

Discussion public comment regarding proof of residency:

REIAC discussed how to ensure that equity principals are incorporated into the proof of residency process.

Instagram pages at the high school

The social media pages are maintained by students. An advisor is responsible for monitoring, but in practice, the students are free to post whatever they want. Liz suggested to the advisor that this was an opportunity to have a racial equity training to discuss what the class should look like on social media. The advisor declined the offer. REIAC will not take further action at this time.

Tabled: a) Update on new High School Assistant Principal and b) Intercultural Proficiency Inventory follow up.

No executive session.

Meeting adjourned at 8:15 PM.