

## Agenda for REIAC Meeting

Date: 11/9/2021

Time: 6:30pm-8:00pm

Location: District Office Conference Room

Chair: Molly Brooks

Minute Taker: Allison Lauchaire

Report Out to BOE (12/1/2021)

In Attendance: M. Yang Rock, L. Pickett, L. Bryant, D. Armstead, M. Brooks, A. Lauchaire

**MINUTES APPROVED BY:** M. Brooks, D. Armstead, L. Bryant, A. Lauchaire, M. Rock L. Grace Harmon, L. Pickett

6:43 p.m. Meeting called to order

Update on last BOE report out: Diana Armstead

- Main points from the October meeting were shared.

Update from BOE Liaison: Diana Armstead

- Public comment from Chief Vincent Mann of the Ramapough Lunaape Nation and Clan Mother Michaeline regarding the term “Lenapeeps.”
  - Excerpts from comment:
    - It has come to our attention that one of your schools is using the term “Lenapeeps” when addressing the school community. This term is offensive, we are asking to please refrain from using "Lenapeeps". We understand that folks did not mean any harm and we are not angry. We simply want to educate and move forward together in a good way. As you may have noticed we use the spelling Lunaape. This is because for the area in which we, and you, reside this is the correct spelling. Lenape refers to people in Lunaapehoaking while Lunaape refers to people. Our people started this language and we respectfully ask that you use the proper spelling and pronunciation as we strive to do the same for you.
    - Offered to “work together to create a curriculum that will enrich us all through shared knowledge and respect.”
  - The REIAC supports the request that the term “Lenapeeps” is no longer used in our district.

Public Comment - None

Agenda:

1. NPMS diversity presentation (bias and microaggressions) for 7th graders -
  - a. Do teachers receive PD prior to the presentation so they are aware of what students are hearing and can provide support or follow-up when needed? How does this presentation fit into the community of NPMS? How is it integrated into other equity initiatives at NPMS? How is the effectiveness of this presentation measured? The district has partnered with Due East and Equity Literacy Institute, how did this presentation fit into the goals and action plan for this work? If Due East and Equity Literacy had seen the worksheet the students were given, what feedback would they have given?
  - b. "Blue Eyes/Brown Eyes" film was viewed
  - c. Worksheet contained 2 columns for students to match a biased comment with the message it sends
2. Students' Concerns
  - a. BOCES only has Christmas decorations. The decorations are not inclusive of other celebrations/religions.
  - b. BOCES students are bussed from BOCES to NPHS. They return during lunch and do not have enough time (~5 minutes). These students stay to eat and they get in trouble for being late to their next class.
3. Follow-up on onboarding for new members (table this for next meeting)
  - a. High school students (Mrs. Cook)
  - b. Adult members
4. Update on meeting with Superintendent Urbina-Medina (Limina, Liz, Melissa)
  - a. See questions/topics covered at end of agenda.
  - b. Racial Equity Teams
    - i. How are they categorized? How did they come to be?
    - ii. Stipends
      1. Providing stipends can set a precedent for a volunteer committee
      2. Racial Equity Team members cannot receive stipends.
        - a. What about those who facilitate the meeting? Can this be something built into upcoming budgets?
      3. If teams meet after school, can teachers receive inservice credit for attending meetings? Or, can teachers receive curriculum pay?
    - iii. Principals are recruiting members
      1. NPHS has 6 new members (10-11 total). They meet biweekly
      2. NPMS has 7 members
      3. Lenape has 5 members
      4. Duzine has 14 members. They meet every other Monday morning 8:55-9:25.
    - iv. Building teams are working in isolation. Angela plans to work with principals to determine a common structure with overarching goals, as well as a reporting structure.
      1. Thought exchange for instructional staff regarding the equity work being done in the district. This is to get info on what is needed by staff to engage in the work, and a feel for how the work is being

- received/viewed by staff. Will help identify where staff is at in this work and how comfortable they feel about the work.
2. Following the thought exchange, Angela will work with principals to provide focus for the work (as mentioned above).
  3. Passion leaders will be identified
- v. Teams will work with REIAC to determine an action plan. Angela is attending REIAC's January meeting. She will possibly bring an administrator and/or Racial Equity Team members.
- c. Due East and Equity Literacy Institute
- i. How are they working with the district?
    1. Trainings
      - a. All building leaders have participated in one session. Next one is in December. Three more will follow.
      - b. January training they are offering will focus on equity issues (10 hour training) - can 2 members from each building's Racial Equity Team attend?
    2. Can Marceline do the Intercultural Development Inventory audit? Or a similar audit?

REIAC identified two steps to continue Racial Equity Teams development: 1) meeting with Superintendent Urbina-Medina; and 2) contacting passion leaders.

Details of those plans below for reference:

### **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 (in progress)
  - As a follow-up to Bianca's letter to NP staff

- Present REAIC as an opportunity too
- 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.

Meeting adjourned: 8:15 pm