

## REIAC Meeting Minutes 04/02/2019

Start: 6:30pm Ended: 8:00pm

### Committee Members Present:

Carlos Rodriguez Murcia (Chair), Alana Florencio-Wain, Diana Armstead, Kristen Masson-Diedhiou, Tricia Bowen, Pilar Duvivier, Cathy Sanchez, Sophia Skiles

Michael O'Donnell – BOE President joined us half way through the meeting.

### Establish minute-taker and Chair for next meeting

Tricia Bowen volunteered to be minute taker and chair of next meeting.

### Confirm date and time of next meeting

May 7<sup>th</sup> @ 6:30 pm – 8:00 pm at the DO

### Approval of minutes

Minutes from last meeting was approved by all committee member.

### Latest racial incidents at the High School

There were two incidents of swastika graffiti in the boy's bathroom at the High School. Committee students did not receive the letter sent to parents. Unless parents opened the letter and read it to their children, children/students would not have known about the incident.

The letter stated that, "teachers are having conversations with their classes about how unacceptable and disruptive this behavior is to their education." Student Committee members did have discussions in their Spanish class, but Students are concerned that teachers are not trained to have conversations about bias incidents. Perhaps the Building Principal or DASA coordinator can put together a short lesson plan to address the various types of incidents. Are there educational videos on the teaching tolerance website that can be leveraged as a standardized way of communicating with students to spark discussion. Students are concerned about having these conversations in a safe way. Conversations should be centered on talking about ideas. It should not be centered on talking about specific people.

Who could we recommend to have these conversations with students? Students suggested "kids talking to kids". REIAC could reach out to Undoing Racism trainers to see if there is training for kids to give them a framework to have these conversations. Can money be allocated to train students to address bias issues? Students would like to recommend that the conversation about bias incidents happen in History class and with a lesson on the historical context of the type of bias. Every student must take History for all 4 years. The History department has a reputation for being very organized and collaborative.

Some teachers were not aware that there was an incident. We recommend that all teachers and students should receive the same letter as parents, so that everyone is aware of what is going on in school. This will stop the spread of misinformation and gossip, and teachers will know to look out for kids affected by the incident. Email notifications should we translated into native language.

Will the community receive feedback on either of these incidents?

Should outside experts be invited to address bias incidents?

- Interfaith Council – Ask Bill Weinstein contact info
- Rabbi Bill Strongin – Jewish Congregation of New Paltz
- Rabbi Jonathan Kligler – Woodstock Jewish Congregation
- Fr. Andrew Wyncs – Christ the King

### REIAC membership: How do we proceed?

Several committee members have missed more than 3 meetings in a row. According to our charge, we can recommend that members be removed to fill those spots with someone who would be able to make the time commitment. Tricia will reach out to members to assess availability for committee membership.

We discussed increasing the number of student members from 6 to 4, because students are passionate about the work and are directly impacted by the results or lack of results. Tricia made a motion to increase the number for committee students from 4 to 6. Kristen second the motion. Every committee member was in favor. This request will be presented to the board.

Would it be possible to have kids from a variety of grades? Since students from the Middle School can participate, could we reach out to them as part of the membership request as well.

### REIAC accomplishments—May will be our 1-year anniversary.

Each committee member will put something together to add to a presentation.

### There is a Climate Coach in the Budget: What is it?

From Sophia, building leaders are overwhelmed by bias incidents, the Climate Coach will support building leaders and DASA Coordinators with DASA, Title 9, Title 6, and other Code of Conduct violations/incidents. Cathy expressed some concern about the Climate Coach having so many roles, some of which may even have conflicting interests. Can this Climate Coach be part of REIAC?