



BOARD OF EDUCATION

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RACIAL EQUITY INITIATIVE ADVISORY COMMITTEE

The New Paltz Central School District Board of Education shall create the following committee in accordance with Board Policy #2210, "Committees of the Board": Racial Equity Initiative Advisory Committee. The committee is a Board committee and cannot make legal decisions for the Board of Education.

Rationale

The Board of Education recognizes that institutional racism exists within the New Paltz Central School District and that a failure to address this important issue represents an abdication of our sworn oath and a violation of the District's Guiding Principles.

While the Board is legally empowered to enact policy changes that shape a more equitable environment, the integrity of these changes depends on the affirmative and direct involvement of those with insight into and expertise around inequity. The Board, therefore, shall create a Board Racial Equity Advisory Committee to facilitate that direct involvement.

Charge

In accordance with the Board of Education's purview and legal authority, the Racial Equity Advisory Committee shall ensure the District upholds its commitment to the Anti-Racism Policy.

Priorities

The committee's scope is not limited to these priority items, but should stay faithful to the District's Anti-Racism Policy. The committee is not empowered to recommend changes to the District's existing governance structure, which is defined by law.

Mission and Vision:

- Support the District in realizing NYSED's Culturally Responsive Framework and audit its integration of the Framework's guidelines. [Culturally Responsive-Sustaining Education Framework](#)
- Apply an equity lens:
 - to the BOE policy and decisions.
 - participate in policy reviews.
 - to the Code of Conduct as it relates to issues of racial equity.
- Review the district's work with Due East/Equity Literacy Institute on an annual basis and make recommendations for continued training and application of antiracism educational pedagogy.
- Apply the Five Abilities of Equity Literacy (Due East) to all the work that we do. <http://www.edchange.org/handouts/Equity-Literacy-Intro-Abilities.pdf>
 - What is supporting racism?
 - What is supporting antiracism?

Data

- Make suggestions to the BOE as to which data should be collected.
 - Assist in the development of surveys.
- Analyze data and feedback acquired from the wider community from community workshops, Board of Education ("BOE") meetings, and Superintendent's Dialogues and recommend

actions to the BOE that address the stated concerns. Recommendations that can be enacted in the short-term should take priority.

- Annually review the District's Equity Report Card and analyze the results across the district in order to provide feedback and recommendations on observable trends.

Hiring

- Review and analyze the **strategies for recruiting** staff members of color in the District. Make recommendations for improved recruitment processes and protocol.
- Review the **hiring policy and practices** for staff in the District and analyze their impact on staff members of color. Participate in hiring committees for teaching, administration, and Central Office positions.
- Annually review **data on hiring, staff reassignments, and overall retention trends** for staff members of color. Propose strategies for increasing longevity of staff members of color in the District.

Membership

- Up to three (3) BOE members
- Up to six (6) community members
- Up to six (6) current middle school or high school students
- Up to four (4) current instructional staff
- Up to two (2) non-instructional staff members
- Up to three (3) administrators
- Superintendent as ex-officio member

Membership selection and process

- BOE members
 - Appointed by the President of BOE
- Community members
 - Appointed by the BOE
 - Community members may apply via a short questionnaire and may also add a letter of interest if they choose.
 - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.
- Students
 - Appointed by the BOE
 - Students may apply anonymously via a Google Form and may also add a letter of interest, an audio file, slides presentation, or any other form of communication they choose.
 - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.
- NPCSD Instructional staff
 - Appointed by the BOE
 - Staff may apply via a short questionnaire and may also add a letter of interest if they choose.
 - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.
- NPCSD non-instructional staff
 - Appointed by the BOE
 - Staff may apply via a short questionnaire and may also add a letter of interest if they choose. Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.
- NPCSD administrators
 - Appointed by the BOE

- Administrators may apply via a short questionnaire and may also add a letter of interest if they choose.
- Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work.

Questionnaires and letters of interest should be sent **only** to the District Clerk. The District Clerk will anonymize the applications before they are reviewed by the BOE. The selected members will be kept anonymous until disclosed at a public meeting.

Membership Terms

- Membership terms will be for two years.
- Members can reapply after their term has ended.

Operations

The meeting schedule, length, and location shall be established by the BOE in consultation with District administration.

- The Committee may recommend to the BOE that a member be removed from the Committee if they are absent for three or more consecutive meetings
- Committee members are forbidden from discussing specific students and personnel in public session.
- A quorum of committee members must be present to conduct an official meeting
- The committee may enter executive session for any reasons set forth in Section 105 of the New York State Public Officers Law (Open Meetings Law). Executive session discussions for these purposes are strictly confidential and disclosure is prohibited. The unauthorized disclosure by a committee member of any confidential information from the executive session may result in immediate removal from the committee. In addition, the committee member will be considered as acting outside of the scope of their appointment and may not be subject to indemnification or defense by the School District.
- Procedure for making official recommendations to the BOE:
 - The recommendation must be presented as a motion by one member and seconded by a different member
 - A discussion of the recommendation among the full membership must be allowed before voting
 - The committee shall ratify official recommendations to the BOE via simply majority vote of the full membership of the committee
 - Adopted recommendations shall be submitted, in writing, to the District Clerk
- REIAC runs as a non-hierarchical committee, with a rotating chairperson.
 - Chairperson's duties:
 - Solicit agenda items from committee members and construct meeting agendas
 - Appoint a committee member to act as Chairperson in their absence
 - Preside over an efficient and open discussion among members
 - Invite guests to present or advise at committee meetings
 - Ensure that minutes are recorded and submitted to the District Clerk
- Committee Reports
 - An appointee of the Committee shall attend the 1st meeting of the month that immediately follows the most recent Committee meeting to present a verbal report.
- Meetings may be attended by the public.
 - Allowance of public comment and feedback is at the discretion of the committee Chair.
 - Non-committee members may not participate in votes or deliberations.
 - Public comment policy will be posted on REIAC's website.
- The committee may establish subcommittees as necessary.
- The committee shall revise this charge annually.

Modification of Operating Procedures

The Committee is empowered to make changes to their operating procedures, subject to majority vote of Committee membership and Board approval. There will be a moratorium on recommending any changes until the committee has met at least three (3) times.

Meeting Calendar

All meetings will be held in the District Office Conference Room.
Meetings are on the first Tuesday of every month unless otherwise noted.

Adopted by the Board of Education on March 14, 2018
Amended by the Board of Education on April 18, 2018
Amended by the Board of Education on August 15, 2018
Amended by the Board of Education on November 14, 2018
Amended by the Board of Education on May 22, 2019
Amended by the Board of Education on April 20, 2022
Amended by the Board of Education on November 16, 2022