

**New Paltz Central School District  
Racial Equity Initiative Advisory Committee**

**Tuesday, September 5, 6pm  
District Offices  
Lenape Elementary**

**MINUTES**

Meeting commenced at 6:05pm

**Present:** Tricia Bowen, Miranda Cangieter, Cathy Sanchez Duvivier, Pilar Duvivier, Alana Florencio-Wain, Richard Heyl de Ortiz, Kristen Masson-Diedhiou, Paris White

**Minute Taker and Chair**

Tricia chaired the meeting. Richard volunteered to take minutes and chair next meeting.

**Confirm date and time of next meeting**

Paris and Richard stated that their recollection was that we agreed to meet on the first Tuesday of the month from 6 to 7:30. This information appears not to have been sent to Dusti for District calendar yet. Tentatively, next meeting will be Tuesday, October 2<sup>nd</sup> at 6pm.

**Approval of Minutes**

Cynthia moved. Paris seconded. Passed unanimously by all those present.

**Undoing Racism Workshop**

A discussion regarding the Undoing Racism Workshop ensued. As was brought up at previous meetings, the point was made that this training is best suited for those who volunteer and who are ready to dive deeply into the subject.

An email received from Dusti indicates that September's training is full. The next opportunity is in November, specifically 11/2 through 11/4 at Oakwood Friends School in Poughkeepsie. Miranda, Paris, Alana and Pilar are expressed that they can attend and would like to do so. Kristen would like to attend, but cannot attend in November.

Miranda, Paris, Alana, Pilar: November. Kristen cannot go in November. September is full as per Dusti's email.

**Immediate and Long Term Priorities**

Tricia led a review our identified immediate/long-term priorities for progress from the Excel spreadsheet prepared for this purpose.

**Recruitment in the District**

A short discussion about intent in relation to recruiting occurred. Tricia shared framework recruiting steps list she had created and sent to Maria Rice. Alana agreed to follow up with Glenn Lapolt about what the Wallkill Central School District does to recruit a diverse group of applicants. Glenn has discussed this with both Alana and Richard.

**Invitation to Middle School Leadership**

Committee members present expressed the fact that they would like for Daniel Glenn, the new Assistant Principal at the Middle School, to join the committee. Cathy agreed to draft a letter inviting Daniel to join the committee. Tricia suggested that the letter be sent to both Sheldon and Glenn and that the letter make pitch for them to fill administrator slots on committee.

**REIAC Representation on Hiring Committee**

There was a discussion of REIAC representation on hiring committees. Members present expressed a desire to have members of REIAC on each committee. A need to have meaningful engagement of community members and parents of color was also discussed. Cathy suggested that the Superintendent needs to word invitations to join hiring committees in a way that welcomes the engagement of marginalized people.

**Committee Chair discussion**

The question of electing a “permanent” chair of the committee was raised as agreed previously. There was no resolution. We will revisit at next meeting.

**Book Discussion**

The idea of hosting a book discussion was discussed. Arielle may perhaps have ideas. There is also a possible suggestion from Kingston High School.

**Racial Equity Report Card**

Kristen, Alana and Miranda agreed to review and lead future discussion.

**Incident Report Data and Process**

Miranda, Cathy, Paris and Alana discussed. Third request for information about High School graffiti incident. Cathy is interested and will follow up on this request.

Meeting adjourned at 7:30pm