

REIAC Meeting Minutes  
Oct. 13, 2020

Chair: Kristen Masson-Diedhiou

Minutes: Jennifer Berry/Alana Flaurencio-Wain

Present: Darren, J. Pizzarello, Lisa Hasbrouck, Alana Florencio-Wain, Sophia Skiles, Diana Armtead, Mathias, Jennifer Berry, Angela Urbina Medina, Jesse Nativi, Melissa Yang-Rock, Molly Brooks, Lily Andino Skinner, Glenn LaPolt, Kristen Masson-Diedhiou

Report Out to BOE - Alana will report out on Nov. 4.

Date and Time of Next REIAC- Nov. 10

Alana and J. Berry will chair.

The Police Committee

<https://www.townofnewpaltz.org/police-reform-and-reinvention-collaborative> would like to listen to REIAC. Listening session to hear about interactions with the police. REIAC would gather information, maybe from the community too and present. REIAC would pick a date possibly for the next REIAC meeting. Students need parental consent.

Community Agreements- google form to fill out is in the shared drive. Kristen volunteered to take on the compilation and Dianna volunteered to help.

BOE Update - website change approved, to include REIAC recommended glossary of terms for anti-racist work. Mentioned affinity spaces, Maybe hiring and retention sub committee can work on fleshing out this idea. Undoing Racism workshop retreat was recommended to reevaluate charge. Undoing racism retreat October dates are not going to happen. Board will schedule dates.

DASA reporting requirements: Parents and adult caregivers need to have info on what they can do and how to go about it. There is currently no easy way to access DASA. Should it be a requirement that teachers fill out a form? There is a lack of access and understanding of what DASA is and where to find it. It should be clearly shown and labeled on the district webpage. The Superintendent expressed her surprise that students have been and continue to be unaware of the DASA process. She affirmed that the paperwork is supposed to be available, accessible, and easy. Work had been done under Ricky Butler to make language accessible that work seems to have stopped. Anonymous tip in place and other resources to support

Need to work on re-engaging the work of restorative justice. Board had heard from Family of Woodstock to engage this issue. However, it seems that this position has been cut, so we need to seek a new expert. BOE is open to adding to the agenda an alternative to Family of Woodstock.

Sub committee break out rooms- cannot happen tonight as several members are not yet signed up. Several members had a hard time using the form. Sub committee tasks are to talk about issues and make goals for these issues that are ongoing

The REIAC Action Plan may be an out of date way of organizing ourselves given a new superintendent. The Board may opt to use a different model altogether. In lieu of this, what would it look like to craft a NPCSD anti-racisit draft plan?

There is federal mandated district documentation of incidents and a lot REIAC's first tasks were to ask for this data that had not been reported.

Cathay Sanchez corresponded with us regarding the social and emotional health of students. However there are strict classroom 'rules' that are likely impacting students of color more often than their white peers. She requests clarity on what the rules should be, and urges that the district err on the side of leniency.

Teachers should not be able to give students virtual detention; there must be a referral to the main office. Cameran on or off may have to be a BOE discussion. We should not force students to turn the camera on and invade home life and personal space like that. We need to look at this issue with sensitivity. Transgender students may have a lot of difficulty with body dysmorphia from having to continuously look at themselves in camera. A Lot of students use chat or have normal productive classes without a camera on.

What are the alternatives? Chat features, flip grid, what (if anything) is lost without the ability to engage visually. It is beneficial to students to have control over their own camera.

Is there anyway to ensure students are not penalized for dress code or cameras?

In terms of bringing the camera/online discipline issue to the BOE, we ask to have clear guidelines on the degree and means of discipline and online expectations. This is an equity issue because of invasion into the home. The teachers need mental health support along just as much as the students are in need of mental health support. School has not changed the number of courses offered. Teachers are not okay, and this is an equity issue, too.