

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

Committee Members: William Ball-Administration, Tricia Bowen-Community Member, Miranda Cangieter-Community Member, Arielle Chiger-Instructional Staff, Pilar Duvivier-Student, Deborah Fialkow-Community Member, Alana Florencio-Wain-Student Richard Heyl de Ortiz-Community Member, Kristen Masson-Diedhiou-Community Member, Carlos Rodriguez Murcia-Student, Cathy Sanchez-Community Member, Sophia Skiles-Board of Education, Paris White-Student

### **Minutes from June 5, 2018 — District Office, 6 pm**

Start: 6:10 pm End: 8:10 pm

Attending: Full Committee except Paris White

Text: Submitted by Cathy Sanchez

Distribution of hard copies of foundational documents:

- Ground Rule/Shared Agreements document from Dr. Brown
- Code of Conduct
- Cultural Proficiency book

Discussion of minutes having no attribution for the sake of frankness and transparency without burden. Informal reaction was that committee agreed with this format. Technical way is to vote but we used the informal “Is everyone OK with that?”

Discussion of the appointment of a chair and a committee member to share out. Suggestion made to rotate chair so no one carries the burden and no one is more important than anyone else. Alternate chair and notetaking and reporting to BOE? Establish a timeline (?). Committees typically off during the summer. Who takes meeting notes? Need to be sensitive to gender patterns to who takes notes. It’s difficult to participate in discussion while taking minutes. Committee agrees that person taking minutes can chair the next month. Students can co-chair for support. Is it better to have a rotating facilitator, not a chair, and the facilitator acts as a co-chair? William B. volunteers to act as clerk next time. Committee member feels we are already all facilitators and prefers rotating chair.

Regarding the minutes from last week: other committees do not formalize the acceptance of minutes and amendments. Committee member suggests we do. Draft Minutes from our first meeting were sent out two days after (5/31) our meeting for email responses. Those changes were reflected in the draft sent the day of our second meeting. There are a few errors in last meeting’s minutes. Suggestion to sit with the minutes and then approve at a later time. Committee agrees to approve both sets of minutes-5/28 and 6/5 at next meeting. Timeframe to release 6/5 minutes is in 3 days. If a committee member has an edit to the minutes, they must copy all on an email with the changes.

Committee agrees on using Dr. Brown’s **first three ground rules** to start:

1. Start and end on time.
2. Constructive feedback/Build up rather than tear down.
3. Be courageous.

Chair provided 3 copies of the Cultural Proficiency book and copies of the NPCSD Code of Conduct for all. The subcommittee assigned to working on the Code of Conduct has been concentrating on the dress code, not on anything related to racial incidents.

Committee member asked when can we get all available data on racial equity issues from BOE. Chair said will provide the Racial Equity Report Card (RERC). Committee member asked if the

RERC had info on teachers. No. Feeling that teachers need more training. Committee decided that whoever wants to share their application can bring copies for all members and can amend as they see fit before distributing.

Committee decided to table the Racial Equity Initiative online timeline idea. A need for this timeline may come up organically, but will leave for later at this point. On the Racial Equity Initiative online page, committee member asks that “gender identity/sexual orientation” be changed to “gender identity or sexual orientation”.

Regarding a security resource officer (SRO)-do we as a committee need to address it soon? Is there a timeline? It may come up at the 6/6 BOE meeting because the BOE was set to review the District-wide Safety Plan. Currently the safety subcommittee has not made the SRO a part of their recommendations.

Committee was asked to pick priorities from those originally outlined in the BOE REIAC document as part of last meeting’s homework. After some discussion, it was decided to compile priorities as identified from group and write on the whiteboard. A committee member suggested that many of the issues listed could be consolidated under the title of “Human Resources (HR)”. HR comprises hiring, retaining and supporting new hires, professional development, hiring of outside consultants for racial equity work.

- a) Is the priority “Institutional Protocols” different from priority “Communication”?  
Yes. Member suggested it’s more related to the Code of Conduct.
- b) Priority “Curriculum”: Committee member shares that there is a faculty committee currently reviewing curriculum for biases.
- c) Priority “Code of Conduct”-student committee members feel that students don’t read the code. Awareness and review of the code is an issue.
- d) Priority “Hiring” (part of HR): clarification that the effort to hiring POC and varying ethnicities is not limited to the language dept but to all staffing hires throughout the district.
- e) Racial demographics of students are in priority “Racial Equity Report Card” (RERC). Need to add faculty demographics to RERC. Regarding RERC-Committee members questions whether it’s appropriate to use Dr. Brown’s RERC as a model since NP is very different from Ithaca. Also not happy with Dr. Brown’s contributions to REI.
- f) Priority “Data”-Incident reporting data will be needed. Establishing protocol so that anybody can report incidents themselves-anonymously-could empower kids.
- g) **FINAL DECISIONS:** Committee members agreed that “HR” was a priority and picked four more. All the rest were chosen by tally. Priorities chosen are: HR (12 votes), Data gathering (10), Institutional Protocols (9), Code of Conduct (8), non-academic indicators of success.

#### **Next meeting: June 19<sup>th</sup>, 6:30-8pm**

Discussion about working over the summer: Most of the work has to happen in public but we could do subcommittees via Zoom video conferencing. Committee decided to meet over the summer. Dates to be picked via Doodle poll.

Committee will review RERC to see what data is available and request additional data.

Discussion about rolling administrators or faculty in to the fold since there is currently only one teacher and one administrator on the committee. Committee member suggested students ask teachers they’d like to see on our committee. One student member had already reached out but no takers. Should there be an official appeal from this group? Committee member felt that if we are effective, word will get out, and they will come. Could be that teachers do not want to invest time without know the effectiveness of group.

**HOMEWORK:**

Based on the priorities chosen, decide what you want to work on. Bring in any useful material to share. If you want to share your application, make copies for all.