

## Minutes for REIAC Meeting

Date: 7/28/2020

Time: 6:00pm - 8:00 pm

Location: Zoom

Chair: Jenn Berry

Minute Taker: Allison Lauchaire

Report out to BOE - August 5 - Melissa will do

In attendance: A. Lauchaire, J. Berry, J. Pizzarello, M. Yang Rock, S. Skiles, D. Armstead, K. Masson Diedhiou, C. Sanchez, J. Avila Nativi, Guest from Highland (teacher)

- I. Community Agreements
  - a. [Meeting Ground Rules](#)
  - b. Revise before next meeting
- II. Establish minute-taker and Chair for next meeting
  - a. Chair: Allison Lauchaire
  - b. Minutes: Melissa Yang Rock
  - c. Report out - Allison and Melissa will work together and figure it out
    - i. When? Sep 2 is Workshop Meeting and Sep 16 is Business Meeting/BOE Retreat
- III. Confirm date and time of next meeting
  - a. August 25 at 6:00
- IV. Updates from BOE Liaisons Sophia Skiles and Diana Armstead
  - a. BOE is drafting an anti-racist policy [Copy of Anti-racism Policy - DRAFT for REIAC](#)
  - b. District has ended agreement with Generation Ready
  - c. REIAC members compiled a list of resources to support Racial Equity and Culturally Responsive Teaching Practices
    - i. [RACIAL EQUITY PROFESSIONAL DEVELOPMENT/CURRICULUM DEVELOPMENT](#)
  - d. There is a need for a shared experience - REIAC, new admin, new Supt, BOE members, etc.
    - i. Which organizations are hosting anti-racism workshops during Covid?
    - ii. Undoing Racism is offering an "Appetizer" on Aug 6. Kristen will email the link.
- V. New Business:
  - a. Welcome new member - Jen Pizzarello
  - b. 2020-21 goals and subcommittees
    - i. [REIAC Immediate Priorities - Tasks List](#)
    - ii. Subcommittees:
      1. Website (includes language/lexicon of terms for racial literacy)[https://docs.google.com/document/d/1nf\\_MKQI7hYqD8uDVjGjxAgx5bj7LzDmNM4xTOWQFpcA/edit](https://docs.google.com/document/d/1nf_MKQI7hYqD8uDVjGjxAgx5bj7LzDmNM4xTOWQFpcA/edit)
      2. Action Plan for Addressing Racial Equity and Creating a Culturally Proficient District
      3. Hiring and Retention of Staff Members of Color

- a. A lot of work has been done by REIAC but changes were not institutionalized. Retention is an area of focus.
      - b. Recommend the creation of affinity spaces
    - 4. Code of Conduct/Disciplinary Actions
      - a. We're still looking for data on referrals, suspensions
    - 5. Student Groups
      - a. Racial Equity Committee at the high school (connect with Arlington students)
      - b. Affinity spaces (can connect with SUNY)
    - 6. Curriculum/Culturally Responsive Practices - priority (including asking teachers to do an audit of their "anchor" texts)**
  - c. At the end of the school year (2019-2020), at the High School new curriculum was introduced such as *Race and Racism* and *How to be an Activist* curriculum in the High School. We are interested in hearing a report out from the district about **how it went from the teachers, parents and students' point of view**. Further, we are interested in understanding how the 18 staff members were trained to deliver the curriculum. How many students actually engaged (as it was the last week) in the curriculum?
  - d. Email from community member on pronunciation of student names
    - i. Feedback from the community on how the pronunciation of student names is causing problems for students. Does the database program have a field to add name pronunciation guide? And would this print on rosters? Transportation lists? How does the database run reports? Additionally, how is gender reported?
  - e. Ask for DASA link to be added to parent resources page, as well as student resources page; and the "Anonymous Tip" link should have some connection to DASA.
  - f. Determine how to share the recruiting video and review content and participants
    - i. Subtitles to translate
    - ii. We need more POC voices and student voices
    - iii. Need to maintain Kristen's piece because she explains the work
    - iv. How share? Put it on REIAC webpage. When application email goes out (be sure the email explains the work on REIAC and lists the open positions), there will be a link to the REIAC website and video. When District FB page launches, video can go there.
    - v. Deadline
  - g. Sharing our work with people from Highland
  - h. Different reopening models and possible equity impacts (positive and negative)
    - i. Plan will be submitted on July 31
    - ii. We do not have enough information to discuss this topic, but understand there will be inequities created no matter the scenario
    - iii. Reopening/Remote Learning Anticipated Problems and Possible Solutions [Reopening/Remote Learning Anticipated Problems and Possible Solutions](#)
- VI. Old Business (From June Meeting): Discuss how immediate these concerns are in

relation to building a partnership with the new Superintendent

- a. Review racist incident [protocols](#) shared Dr. Josefsberg
- b. Racial Equity Professional Development/Curriculum development [RESOURCES](#)
- c. Need to crowdsource “ground rules” for future meetings especially involving parent/child incidents
- d. Written ground rules to address cross-talk, among other challenges that arise when discussing difficult topics- [Ground Rules](#) drafted by Cathy/Tricia
- e. Vision to focus our work and shape our communication:
  - i. Where does REIAC fit in?
  - ii. How can REIAC best serve the students, parents and community in collaboration with the BOE/admin?
- f. Yearly wrap up of our accomplishments, capture items that went unaddressed, and decide what to focus on for the future. [REIAC Immediate Priorities - Tasks List](#)

## VII. Adjourn

Previous Recommendations to the BOE:

- The district needs to adopt a racial equity glossary to help with building common language in order to build common understanding. We are including the glossary used by the Arlington School District as an example.
- Committee Students suggested that, instead of having stories about their culture/heritage chosen and told to them by a teacher who is not a member of their culture/heritage, why not have students choose and share stories of their culture/heritage from their perspectives. The goal is to create richer, more authentic conversations and learning opportunities.
- The current Global Studies curriculum only has 3 days to cover South American history and no mention of pre-european American History. How is this being remedied?
- Creating a “Student Equity Team” to create a workshop for teachers taught by students.
- Workshop Topic: This is what we value/This is what’s important to us. This is being done in the Arlington School district with positive feedback from the teachers.
- Generation Ready should provide regular updates to the BOE and by extension the community on how the district is progressing with it’s Curriculum updates. This way we can all assess if the money spent moves us forward on the Racial Equity Action Plan timeline? How are we measuring success of the Generation Ready Program? What data points are we measuring to show success?
- Is our district teachers encouraged to participate in “BLM Students Week” in February 2020?
- SUNY New Paltz partners with other school district to provide content for BLM week, can our district also partner with the college?