

District Diversity Committee

Minutes

4/29/14

Members Present: Susan Gruschow, Debra Hogencamp, Joann Martin, Eric Savelson, Kara Seim

Agenda:

1. Review of the Minutes
2. Article
3. Other

Item 1: Review of the Minutes

The minutes were accepted.

Item 2: Article - White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh

This article was a springboard for conversation regarding:

- how we have fostered a culture of appreciation and respect in our schools via a focus on diversity, and
- how to continue this important work as advocates for change in terms of social justice.

Item 3: Other

Next meeting: May 27th at 4pm/Duzine Library

Agenda

1. Review of the Minutes
2. Building Level Diversity Cadre Reports
3. Other



District Diversity Committee

Minutes

3/18/14

Members Present: Barbara Clinton, Mary Guirma, Debra Hogencamp, Ayesha Ibrahim, Joann Martin, Tanya Marquette, Eric Savelson, Kara Seim, Linda Welles

Agenda:

1. Review of the Minutes
2. Building Level Diversity Cadre Reports
3. Other

Item 1: Review of the Minutes

The minutes were accepted.

Item 2: Building Level Diversity Cadre Reports

Duzine

Duzine participated in the school-wide Kindness and Challenge during the month of January which is based on Dr. Martin Luther King, Jr.'s principles of non-violence. The students read a famous quote and gave the word of the day over the loud speaker inspiring the school community to be kind and courageous. A bulletin board was created near the main entrance highlighting this theme. Ms. Holter, Duzine's music teacher, taught the students songs about peace, love and kindness which each grade level performed at the culminating assembly.

During the holiday season, various celebrations took place acknowledging the wide range of family traditions present in our school community. Books were read and foods brought in for students to sample. This also fostered a sense of community in the classroom.

In library, Hispanic Heritage, Women's History, and Black History were celebrated. Books were read highlighting individuals who made a difference in the world. Second grade students completed a research project which focused on these accomplishments of famous women in history. In addition, library classes addressed the topic of "No Name Calling Week" with all three grade levels. This took place in January from the 20-24th.

In art, students created a number of works reflecting different cultures such as diyas for Diwali, and Huichol yarn paintings that are used to tell stories depicting one's life. The Kindness and Justice Challenge theme of peace, love and kindness was incorporated into a mural in the style of artist Peter Max which will be used as the cover of this year's yearbook.

Duzine had several assemblies that addressed diversity: Kim and Reggie, through song and storytelling, captured the essence of the Underground Railroad. Duzine students listened to a Diwali presentation where guests played musical instruments sharing the music played at this Festival of Lights.

Edwin Fion shared his knowledge with the children of Duzine by teaching grades various styles of dance. Second grade learned elements of Latin dance. First grade was introduced to Hip Hop and kindergarten, Creative Dance.

Lenape

Background/ Context:

Lenape is pursuing a theme for three consecutive years and is currently in its third year of implementation. The theme builds on the foundation being laid by Duzine and aims to deepen student knowledge, understanding & awareness with the concepts of: diversity, empathy,

compassion and being a courageous student. During this year an additional goal is to build capacity at the student level towards applying student knowledge into action.

Lenape is collecting data about student knowledge each year at the beginning and ending of the year to assess the impact of this process and inform future work.

This year the Lenape Diversity Committee elected a different tool for data collection (please see attached). The previous survey (which focused on defining the four concepts) provided feedback on student knowledge of the concepts, but did not necessarily capture student application of these concepts towards themselves or the school community.

Activities/ Programs:

The thematic concepts described above have been integrated into classroom curriculum, activities, projects and routines on a daily basis. This report reflects notable programs and activities during the fall and early winter of 2013-14 which involved collaboration between teachers, were implemented on a larger scale or impacted the learning of a significant number of students:

- Lenape’s Principal Sinatra has continued to integrate the diversity concepts and theme into the morning announcement routine:
 - o Daily reminders about “being nice and doing our best”
 - o Providing daily quotations and other inspiring short texts.
 - o Including Spanish each day, which reinforces cultural differences with discussions about local customs and traditions.
 - o Conflict manager students share knowledge/ reminders.
 - o Individual students and classes share quotes, songs, poems, etc. during announcements.

- PIGLET “Anti-bullying” workshops: In our second year of collaboration, Participation in Government and Literature students at New Paltz High School (PIGLETs) developed and led “Anti-bullying” workshops in October for each third, fourth and fifth grade class at Lenape. The workshops integrated the four concepts with a main focus on ‘bystander’ approaches to unkind behavior. Through videos, discussion and hands on activities the workshops provided specific strategies to help one another recognize and deal with bullying behavior.
 - o These workshops were followed up in early November when High School students (PIGLETs) supervised learning stations at Lenape’s Mini-Pumpkin Fest. This offered Lenape students another chance to connect with and learn from their high school role models.

- Native American author and storyteller Joseph Bruchac (<http://josephbruchac.com>) visited Lenape for a day with his son Jesse and shared Abenaki cultural stories and music with third, fourth and fifth graders.
- o To prepare for the visit students throughout the school studied the author’s writing and some volunteers prepared to welcome Mr. Bruchac by learning some of his poems and recited the poems to him.

- Lenape librarian MaryAnn Lis-Simmons implemented lessons and supported classroom learning connected to the thematic concepts through literature and non-fiction book collections and internet resources.
 - o Ms. Lis-Simmons and Ashley Bozsik trained, and continue to work with, fifth grade Peer Mediators to be student leaders advocating for the thematic concepts and to assist with interpersonal issues as peer mediators.
 - o Ms. Lis-Simmons and Ashley Bozsik coordinated with Lenape Peer Mediators and a number of Lenape teachers to prepare a school wide assembly to connect the legacy of Dr. Martin Luther King, Jr. with our school community’s responsibility to peaceful problem solving and justice for all.

- Fifth grade teachers Ann Sheldon and Daniel Monheit collaborated with librarian MaryAnn Lis-Simmons and Art teacher Joy Ward on a project about the six principles of non-violence connected to Dr. Martin Luther King, Jr. work. The project was inspired by an open invitation to all New York State schools from the New York State Office of General Services to celebrate Dr. King’s life and ideals. Students involved in the project used a variety of resources and contexts to learn about this topic. They then worked together to create a book entitled, “The Universe is on the Side of Justice – an A-Z Reflection”, which was submitted, and is currently on display in the Concourse of the Empire State Plaza in Albany. An added note to this project, is that the Director of the program called the teachers at school to share how impressed they were with the thoughtfulness of the project. This work will be shared with the rest of the Lenape community at an assembly honoring the work of Dr. Martin Luther King, Jr.

- Lenape teacher Eric Savelson and Librarian MaryAnn Lis-Simmons attended the 19th Annual Multicultural Education Conference at SUNY New Paltz in November.

- Foreign Language in Elementary School program (FLES), coordinated and implemented by Jenny Delfini and Jen Pizzarello emphasized the concept of “cultural diversity” in their program.
 - o The Foreign Language in Elementary School (FLES) instructors used literature and informational texts to teach about the Mexican holiday *Dias de los Muertos* which was connected to Lenape’s November Mini-Pumpkin Fest.
 - o Fifth graders had cross-over with their Social Studies curriculum, as they learned about the countries of South America in Spanish class.

- o Third graders had cross-over with their Art curriculum. In art class students created frames using a Mexican traditional yarn craft called nearikas; in Spanish class they wrote poems highlighting colors pulled from their yarn choices which were hung in their frames
- Lenape teacher aides and monitors continued with training in Responsive Classroom□, a district wide program that fosters consistent social and behavior expectations for students and staff across classrooms, grade levels and schools.

Middle School

7/8th grade Social Studies

For the next couple of weeks my social studies class will be studying immigration. Probably late next week we will have an event were students will be bringing family recipes that reflect their ethnicity. I will let you know afterwards how it went and write something up if that's what you're looking for.

-Chervenak, Tom

6 th grade ELA

I am sure you are going to include the snow flurries done by the student council. In sixth grade we did a unit on racism through reading Journey to Jo'burg and discussing apartheid in South Africa. Susan Pereira New Paltz Middle School Sixth grade ELA and social

Wednesday, February 12, 2014 4:29 PM

I am sure you are going to include the snow flurries done by the student council.

In sixth grade we did a unit on racism through reading Journey to Jo'burg and discussing apartheid in South Africa.

Susan Pereira

Pretty much the same as last year. Diversity studies in my classroom – Scott Taylor Read and study various biographies Wilma Unlimited about Wilma Rudolph Jackie Robinson Ben Carson Read and analyzed several poems by Langston Hughes. Read and analyzed George

self-contained 8th grade

Diversity studies in my classroom – Scott Taylor

1. Read and study various biographies

Wilma Unlimited about Wilma Rudolph

Jackie Robinson

Ben Carson

2. Read and analyzed several poems by Langston Hughes.
3. Read and analyzed George Washington Carver’s favorite poem titled *Equipment* by Edgar Guest.
4. Included important African American inventors as we studied the Industrial Revolution (such as George Washington Carver).
5. Read and analyzed an article about the African-American Paratroopers known as the “Triple Nickle.”
6. Will cover Civil Rights from the Reconstruction period to present day including important laws, people, and events of the Civil Rights Movement

Ms. Naclerio-

Dear Ayesha, Here are some examples of diversity for the 6th grade: In 6th grade social studies, we have addressed diversity through the following events and lessons: *African country research and creation of African postcards; students researched cultural

Here are some examples of diversity for the 6th grade:

In 6th grade **social studies**, we have addressed diversity through the following events and lessons:

*African country research and creation of African postcards; students researched cultural backgrounds

*Students watched the movie, *Sarafina*, to understand the injustice of apartheid in South Africa

*Africa Day celebration - Students created a cultural project including traditional foods, music, and symbolic African t-shirts

*Students are studying Greek culture and modern contributions to language, science and math.
Students will view traditional artifacts.

*Students will be researching the history and background of European cities; Students will prepare presentations about the culture and geographical influence of these cities

In ELA:

*Students will be reading novels in regards to students who are from urban settings with various ethnic backgrounds. These novels include:

Double Dutch, Heat, Trapped, and Eggs.

*Students are also gaining an understanding of autism through the reading of the novel called *Rules*.

*Students learn about Cambodian culture and hardship by reading *The Clay Marble*.

*Teachers design lessons plans to touch upon the varied needs of diverse learners. These lessons include collaborative grouping, kinesthetic and visual lessons.

*An author visit is planned for May. The famous author Da Chen will present his novel *China's Son* and will discuss Chinese culture and background.

Here is a partial list of things I have done in the past, and things I am currently doing this year. -
Importance of African American Soldiers in major wars (project) -African American history through music project-(tracking the history through lyrics from slave

Constable, Ronald – 7th Grade S.S.

Here is a partial list of things I have done in the past, and things I am currently doing this year.

-Importance of African American Soldiers in major wars (project)

-African American history through music project-(tracking the history through lyrics from slave songs through rap)

-lessons on the importance of women in history (Iroquois model, Revolutionary women, First Ladies)

-heritage appreciation activities for all ethnic immigrant groups

-snow grams for HR students in every class

-veteran appreciation lessons and learning tasks

Hi, Ayesha This Thursday my class will be doing our Heritage Day presentations. For the last week the kids have been working on an "immigrant scrapbook" in which they are pretending to be a distant (or not so distant in some cases) relative making their journey

Chervenak, Tom- 8th Grade S.S.

This Thursday my class will be doing our Heritage Day presentations. For the last week the kids have been working on an "immigrant scrapbook" in which they are pretending to be a distant (or not so distant in some cases) relative making their journey to America. Their finished scrapbooks will include a "goodbye letter", a "letter home", a collage of artifacts from both their homeland and America, pictures of first sights and experiences, a map of their home country, along with an acrostic poem reflecting their arrival experience. If you would like I can let you borrow a couple of the better scrapbooks if you'd like to see them. Along with the scrapbook they will also be participating in Heritage Day. On this day they'll be bringing in family ethnic recipes, which so far include Italian Chicken Parmesan, Perogies, an Egyptian cookie dish, and a Swedish cookie recipe just to name a few. Some students will be performing a dance, reading a story, bringing in a traditional dress, or playing a piece of music.

I believe the research the students are doing, along with their presentations is an excellent way for them to learn not only about their own history, but also the diversity in tradition and culture of their peers.

Let me know if you'd like to see some of the scrapbooks.

The Stock Market Game has come to NPMS. This online virtual game is sponsored by the Sifma Foundation to promote financial literacy in students from fourth to twelfth grade. Nineteen seventh and eighth graders have signed up to compete in this online stock

Ehrlich, Susan –consumer sciences

The Stock Market Game has come to NPMS. This online virtual game is sponsored by the Sifma Foundation to promote financial literacy in students from fourth to twelfth grade. Nineteen seventh and eighth graders have signed up to compete in this online stock market simulation. They are given \$100,000 in virtual dollars to buy and sell stocks, bonds and mutual funds. The competition runs from February to April. They are learning about portfolios, diversification, and company research while collaborating with their teammates. At the moment, one team is ranked 15th in the Albany region! The team with the largest portfolio wins the bragging rights for having managed their virtual assets in exceptional manner. Susan Ehrlich

Eighth Grade French classes will be studying the influences of France and Spain on the Caribbean Islands through the reading and discussion of a novel in French. They study various aspects of French culture throughout the year, especially through film and the

O'Malley, Lauren-Foreign Languages

Eighth Grade French classes will be studying the influences of France and Spain on the Caribbean Islands through the reading and discussion of a novel in French. They study various aspects of French culture throughout the year, especially through film and the discussions surrounding the events and scenery. Their experiences include Parisian city life and rural Provincial life so far and they will also study the similarities and differences between their school and schools in France.

French is spoken in over 30 countries. Students learn to communicate with millions more people world-wide than they would if they spoke only English. Their interpersonal communications skills are honed daily as they are taught to engage in conversations, provide and obtain information, express feelings and emotions, and exchange opinions in a language other than English.

what kind of information would you like for the diversity committee? peter Pan - students of all ages, incomes, ethnic backgrounds, etc... -in spanish we are listening to contemporary music from latin america and Spain and learning about spanish artists Mary

Holmes, Mary – Spanish Teacher 8th grade/ Drama Club

Peter Pan - students of all ages, incomes, ethnic backgrounds, etc...

-in Spanish we are listening to contemporary music from Latin America and Spain and learning about Spanish artists

Ms. Weiner – Sp.Ed. Resource Room – 6th Grade

- As a special education teacher, I have a diverse group of students and I provide understanding and support of all students in recognizing we all have strengths and weaknesses. I provide insight through conversations to students who do not understand the actions / behaviors of others.
- I have a diverse group of SUNY students who come into my classes to work with students. I pair them up with a variety of students so that my sixth graders are exposed to good role models from all cultures and backgrounds.
- When working on reading comprehension skills, students are presented with a variety of stories from different cultures and countries.
- I provide support for all the activities, reading, writing that occur in the larger classes. This includes the novels read about different cultures and countries, as well as language activities.

6th Grade – Ms. Guirma

1) Africa Research Project and Africa Day

Research Project consists of researching an African country/culture which culminates with a writing assignment and Africa day celebrated by the entire 6th grade. Students share their projects on Africa day which consists of any one of the following: Recipe and prepared food or drink, something created or made – model of traditional home, musical instrument, clothing, jewelry, learning and performing traditional dance

15:1 class/ 6th grade

2) Martin Luther King Day

Overview of Lesson Plan: In this lesson, students explore the impact of Martin Luther King Jr.'s words 40 years after his death by creating poems based on his 1968 obituary published in The New York Times.

Objectives:

Students will:

1. Share opinions about the teachings and legacy of the Rev. Dr. Martin Luther King Jr.
2. Learn about the life of Martin Luther King Jr. by reading and discussing the obituary "Martin Luther King Jr.: Leader of Millions in Non-violent Drive for Racial Justice."
3. Write poems using the obituary published in The Times and excerpts from Rev. Dr. Martin Luther King Jr.'s I have a dream speech
4. Write reflection papers that address the impact of Dr. King's teachings on their own lives.

3) Hispanic Heritage Month (Sept. 15 – Oct. 15)

Since there are 3 students in my class with Mexican and Peruvian heritage, students presented some of their families' traditions relating to their heritage. Presentations included discussing how their families celebrate holidays, showing traditional clothing, sharing and teaching other students songs in their language and bringing in traditional food.

4) President's Day

Researched and reported on **Las Marthas**: In the aftermath of the U.S.-Mexican War, the border town of Laredo, Texas created an annual debutante ball and is celebrated annually. The Martha Washington Society debutante ball reflects Laredo's unique demographics, history, and location on the U.S.-Mexico border. In 1939 Laredo introduced the now-traditional Martha Washington pageant and ball, for which debutantes, hailing from both Laredo, Texas and Nuevo Laredo, Mexico, are invited to make their debut in a colonial fashion ball gowns. This ball is traditionally held on February 22 in celebration of George Washington's birthday.

Hey Ayesha! The social studies content itself lends itself to diversity (we look at various points of view in all topics we cover). I also try to include as many current events stories that are diverse and represent the diversity of the nation and the world.

8th Grade – S.S.

The social studies content itself lends itself to diversity (we look at various points of view in all topics we cover). I also try to include as many current events stories that are diverse and represent the diversity of the nation and the world. I also use the developmental design snowball activity to encourage students to build community while acknowledging the good things about the diverse classroom they are in.

Jennifer Hicks

8th Grade English and Writing Workshop – Jenny Denman

Our literature circle unit is in progress and it a diverse range of stories, characters, and authors.

Our Short Story unit does the same.

I think that diversity is really embedded in our range of literature and class discussion.

Lit Circle Novels:

13 Reasons Why by Jay Asher

Dangerous Minds by Louanne Johnson

The Five People You Meet in Heaven by Mitch Albom

We Could Be Brothers by Derrick Barnes

Out of my Mind by Sharon Draper

kira kira by Cynthia Kadohata

All of the Above by Shelley Pearsall

Short Stories:

Eleven by Sandra Cisneros

The Dinner Party by Mona Gardner

Raymond's Run by Toni Cade Bambara

A Mother in Mannville by Marjorie Kinnan Rawlings

A Path Through the Cemetery by Leonard Q. Ross

You Can't Take it With You by Eva Lis Wurio

While reading *A Long Walk To Water* by Linda Sue Parks, the students researched life in the Dinka and Nuer tribes of Kenya. We observed and discussed the difference between our culture and those in Africa
Michelle Olson 7th grade Special Education Teacher New

Olson, Michelle – 7th Grade Self-Contained 15:1

Tuesday, March 18, 2014 7:43 AM

While reading *A Long Walk To Water* by Linda Sue Parks, the students researched life in the Dinka and Nuer tribes of Kenya. We observed and discussed the difference between our culture and those in Africa

Ayesha, I wasn't on your list of who sent... but I did early on... here it is again just in case...
Courage unit - Native American stories/tradition/culture, narrative poem about Elizabeth Blackwell - first female doctor, sexism
The Cay - themes of racial tolerance,

Hughes, Valerie

Courage unit - Native American stories/tradition/culture, narrative poem about Elizabeth Blackwell - first female doctor, sexism

The Cay - themes of racial tolerance, friendship between American and West Indian man, racism, classism, overcoming handicaps

Poetry - inclusion of poems written by minority and women poets, showing YouTube videos of diverse poets reciting their poems, students get to pick-a-poem/ poet. Many students chose to research minority and women poets.

Book clubs after-school - exploring Nepalese culture, Pakistani culture, fight for women's education in *Little Princes* and *I am Malala*

Lit circles unit - all dystopian books include examples of classism

Miracle Worker - people with handicaps, stereotypes, classism, prejudice.

Valerie Hughes

English Teacher

New Paltz Middle School

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High School

School-Wide

Multicultural Conference

- 5 students and 5 faculty attended SUNY New Paltz's Multicultural Conference in November.
 - One student and faculty member served on a panel for multicultural clubs

Black history month-

- School wide Black history celebration. (Harlem Renaissance theme—jazz & swing music, poetry & food stations)
- Daily video segments on NPZ portraying African American activists are being prepared for February
- Feature on Martin Luther King's principles of Non-Violence was on NPZ for MLK day in Jan.

Anti-bullying campaign-

- Original, custom made, graphic posters addressing No Name Calling Week, Anti-Bullying, and other issues were created by graphics students and displayed on the Library digital bulletin board.
- Peer Education leaders focusing on including a message of acceptance in all their lessons.
 - NPZ played student prepared features on no-name calling week and anti-bullying.
 - Entire unit on anti-bullying and acceptance taught in health classes.

Hispanic Heritage:

- Daily NPZ features on Hispanic Heritage month were written and produced by students.
 - Youth for Unity sponsored Hispanic Heritage celebration during lunch hour.
 - Food was prepared and brought by students.
 - Faculty members shared Latin dance music and moves.

LGBT

- Daily reminder to GLBT site for GLBT Person of the Day. Link on NPZ website. Profile of some individuals with short scripts.
 - Prideworks conference for Gay-Straight Alliance

Women

- Daily NPZ segments focusing on women's history are being prepared for Women's history month in April. Original scripts and videos made by students.
 - Living museum being planned for March 28 by Youth for Unity students.

Newspaper

- Actively recruiting representative reporters
 - Focus on diverse articles

Other

- Graphics class prepared inspirational posters to hang around school (focus on quote from diverse sources and regarding diversity and inclusion)
- NPZ advisors focus this year on including diverse representation of students on NPZ and in NPZ videos.
- Peer Mediation group good news program is being prepared to begin shortly and will be a Friday NPZ feature. (recognizing and encouraging positive behaviors/actions in students and faculty)
- Peer Mentoring program begun to partner senior student leaders with ninth graders. First meeting was organized and held in October, second was in November, third is this month regarding midterms.
 - Youth for Unity celebrated national Mix It Up Day during lunch on October 29.
 - Library Specialist continues focus on wide variety of authors and topics and gender studies resources.
 - English department continues to review books for diverse authors and protagonists.

Item 3: Other

The Elting Library along with the Gay Straight Alliance showed the film, *The Perks of Being a Wallflower* in February. Another such event is being planned for the near future.

Next meeting: April 29th at 4pm/Duzine Library

Agenda

1. Review of the Minutes

2. Article

3. Other

April 29th Regular Meeting

May 27th Diversity Cadres share out building-level activities for the second semester.

ATTACHMENT Middle School (ADDED 4-29-14)

District Diversity Committee

Minutes

11/19/13

Members Present: Barbara Clinton, Susan Gruschow, Mary Guirma, Debra Hogencamp, Joann Martin, Tanya Marquette, Eric Savelson, Kara Seim, Linda Welles

Agenda:

1. Review of the Minutes

2. 2013-14 Action Plan

3. Other

Item 1: Review of the Minutes

The minutes were accepted.

Item 2: 2013-2014 Action Plan

The Committee reviewed the 2013-14 Action Plan. This document reflects who and what we are and is a flexible framework for us to follow. It was noted that the District continues to focus on attracting people of color. This has been a focus for many years and we have experienced a good deal of success in hiring teaching candidates of color. Other staff members of color have been hired as well across the district. One approach that supports this effort is contained on the District's application form for teaching which asks for information regarding a candidate's experience with diverse communities. It was also noted that the District has brought people on board that further the goals of diversity as evidenced by this very Committee and the commitment of the people who serve on it.

"Support PTA in bringing cultural arts programs to the schools" was added to the Action Plan.

Item 3: Other

Linda Welles reminded the Committee of the film on *The New Jim Crow* and the work of Odell Winfield, the organizer of the group, "End the New Jim Crow" in January. Linda also shared a brochure on the Sadie Peterson Delaney African Roots Library.

Tanya brought to the attention of the Committee "The Universal Declaration of Human Rights." She will send an article for dissemination to the Committee members. The Committee will then decide whether to include it on a future agenda.

The next meeting is dedicated to the work of the Diversity Cadres. Each building will share the work they have done thus far this year.

Next meeting: January 21st at 4pm/Duzine Library

Agenda

1. Review of the Minutes
2. Building level Diversity Cadre reports
3. Other

Jan 21st Diversity Cadres share out building-level activities for the first semester.

March 18th Regular Meeting

April 29th Regular Meeting

May 27th Diversity Cadres share out building-level activities for the second semester.

District Diversity Committee

Minutes

10/22/13

Members Present: Barbara Clinton, Susan Gruschow, Debra Hogencamp, Ayesha Ibrahim, Tanya Marquette, Joann Martin, Eric Savelson, Kara Seim, Linda Welles
A warm welcome to Mary Guirma, new member from the M.S.!

Agenda:

1. Review of the minutes
2. Committee Participation Statement
3. 2013-14 Action Plan
4. Other

Item 1: Review of the minutes

The minutes were accepted.

Item 2: Committee Participation Statement

Participants shared what brought them to the committee and to the important work we do in the district around the theme of diversity.

Item 3: 2013-14 Action Plan

This was tabled until the next meeting.

Item 4: Other

Linda Welles announced the One Book, One New Paltz reading of *Home* by Toni Morrison. She also reviewed the calendar of events associated with this event, including a presentation and

discussion the book, *The New Jim Crow*. Three H.S. classes will be participating in the reading of *Home*. Linda also announced that on November 2nd, there will be a Diwali Festival of Lights at Elting library at 5:30pm.

Tanya Marquette announced that the SUNY New Paltz Multicultural Conference will be held on November 15th. Enid Lee will give the keynote address. Several NPCSD teachers and students will be attending. Tanya also announced the showing of a movie by the author of *The New Jim Crow*, Michelle Alexander next Monday at the Baptist Church. Other important films will be shown as well (e.g.

Herman's House which is about an incarcerated man who was kept in solitary for 41 years).

Next Agenda:

1. Review of the minutes
2. 2013-14 Action Plan
3. Other

Oct 22nd Members will be given the opportunity to share why we chose to be part of the committee.

Nov 19th Regular Meeting

Jan 21st Diversity Cadres share out building-level activities for the first semester.

March 18th Regular Meeting

April 29th Regular Meeting

May 27th Diversity Cadres share out building-level activities for the second semester.



District Diversity Committee

Minutes

6/3/13

Members Present: Barbara Clinton, Susan Gruschow, Debra Hogencamp, Tanya Marquette, Joann Martin, Eric Savelson, Kara Seim, Linda Welles

Agenda:

1. Review of the minutes
2. Building-level Diversity Cadre Reports
3. Other

Item 1: Review of the minutes

The minutes were accepted.

Item 2: Diversity Cadre Reports

Duzine Report submitted by Joann Martin and Susan Gruschow

Duzine's diversity focus for the last two years has been centered around the themes of kindness, empathy, and the courage to "stand up" instead of being a "by-stander" when others are in need (e.g. "How can I be a kind and courageous kid? Who should I be kind and courageous to?"). To help evaluate and guide our work, data continues to be collected using pre- and post-assessments.

Activities/Programs

- Second grade students did an art project that involved symbol making and patterns from artwork of the Ashanti tribe in West Ghana. They will create their own banners by printing selected symbols.
- Mr. Presbie, a retired Suny New Paltz Professor, presented a vast number of African artifacts including ceremonial masks and small wooden sculptures to all second grade classes. Students were given a brief explanation of each artifact, then allowed to physically touch the items. Children enjoyed the history behind each piece and asked many questions which Mr. Presbie happily answered.
- In addition to Mr. Presbie, Duzine had an assembly where the entire school had the pleasure of listening to the story of the Underground Railroad presented by Kim and Reggie. Through music and fantastic storytelling, Kim and Reggie captivated staff and students with the story of Harriet Tubman and the Underground Railroad.
- The kindergarten created a beautiful mural by the main entrance highlighting the school wide Kindness and Justice Challenge. Children traced and cut out colorful pieces of paper in the shape of their hands. The hands formed three colorful symbols: a peace sign; heart (love); and a smiley face.
- The library continued to focus on monthly themes such as Black History, Women's History, Hispanic Heritage Month, and various other themes highlighting multiculturalism. Ms. Martin did several read-alouds including fairytales from around the world and Swahili tales involving Anansi.
- Consultant, James Childs will be working with all Duzine students on June 11, 12, and 13 to help empower children to stand up for others.
- The PTA Arts in Education Program featured the Latin American and Hip Hop dance workshops of Edwin Fion.
 - Duzine students created artwork to display at the African American Bench Commemoration.
 - Lenape & Duzine students, with the support of the PTA, initiated a Read-a-thon fundraiser to benefit children in Malawi (Africa).

Lenape Report submitted by Eric Savelson

Lenape is pursuing a theme for three consecutive years and is currently in its second year of implementation. The theme builds on the foundation being laid by Duzine and aims to deepen student knowledge, understanding & awareness with the concepts of: diversity, empathy, compassion and being a courageous student.

Lenape is collecting data about student knowledge each year at the beginning and ending of the year to assess the impact of this process and inform future work.

Activities/ Programs:

Where as these thematic concepts are integrated into classroom curriculum, activities, projects and routines on a daily basis, during the late winter and spring of the 2013 school year the following notable programs and activities were implemented on a larger scale, impacting the learning of a significant number of students:

- Lenape’s Principal Sinatra has integrated the three year theme into the morning announcement routine:
 - Daily reminders about “being nice and doing our best”
 - Providing daily quotations and other inspiring short texts.
 - Including Spanish each day.
 - Conflict manager students share knowledge/ reminders.
 - Individual students and classes share quotes, songs, poems, etc. during announcements.
- Lenape teacher aides and monitors received basic training with Responsive Classroom™, a district wide program that fosters consistent expectations for students and staff across classrooms, grade levels and schools.
- Lenape librarian Maryanne Liz-Simmons implemented lessons and supported classroom learning connected to the thematic concepts through literature and non-fiction book collections and internet resources.
- Lenape students, along with students across the district, completed various group and individual projects based on their learning about slavery. These projects were included in the African Burial Ground Remembrance event March 3, 2013.
- Foreign Language in Elementary School program (FLES), coordinated and implemented by Jenny Delfini and Jen Pizzarello emphasized the concept of “cultural diversity” in their program. This Winter/Spring, FLES had a Zumba-style unit with all grades and classes. It was a cross-curricular unit with PE, Music, and Spanish teachers leading dance classes in Spanish dance styles and other styles of the world. Students learned three Latin dances (merengue, salsa, and cumbia) and where they originated.

Third graders made frames in the style of nearikas (yarn paintings), a craft from Mexico. They wrote a poem in Spanish about the colors used in their nearikas, which then went in the frames.

Fifth graders had cross-over with their Social Studies curriculum, as they learned about the countries of South America in Spanish class.
- Based on a cross-cultural letter exchange with students in Mzuzu, Malawi (Africa) Lenape & Duzine students, with sponsorship of the PTA, initiated a Read-a-thon fundraiser. The purpose of the fundraiser was to raise money and collect books for educational programs serving K-12 students in Mzuzu. An educational organization from Malawi, [Maloto](#) will

receive money and books collected (Over \$4000 and 3000 books- can you believe that?!?!?)
to implement the programming.

- James Childs will be conducting workshops with all 4th grade classes in June with a focus on empowering students to be more active in positive peer intervention. The purpose of these end of year workshops is to build capacity and student leadership for next year towards transforming awareness of empathy, compassion and being courageous, to practical application of these thematic concepts on the playground, during bus rides, etc.

Middle School Report submitted by Ayesha Ibrahim (to be attached)

High School Report by Kara Seim (to be attached)

Item 3: Other

Announcements

Linda Welles recommended the young adult book, *Wonder*, about a fifth grader with a facial deformity. One Book, One New Paltz will be reading *Home* by Toni Morrison. Also, the Elting library is raffling an Ipad 2, 3 tickets for \$10 or 1 ticket for \$5.

Tanya Marquette recommended the book, *White Like Me* by Tim Wise.

Next year's meeting dates are as follows:

Oct 22 nd	Members will be given the opportunity to share why we chose to be part of the committee.
	Nov 19 th Regular Meeting
Jan 21 st	Diversity Cadres share out building-level activities for the first semester.
	March 18 th Regular Meeting
	April 29 th Regular Meeting
May 27 th	Diversity Cadres share out building-level activities for the second semester.

Next Meeting:

October 22nd at 4PM/Duzine Library

Next Agenda:

1. Review of the minutes
2. Committee Participation Statement
2. 2013-14 Action Plan
3. Other

Diversity Doings – Spring 2013 New paltz Middle School

Home & Careers

The garden group has fun digging in the dirt as well as mixing with a wide variety of students. This group attracts all grade levels, general education students, special education students, as well as accelerated students. They all come together and learn about the connection between the earth and our food supply.

Ehrlich, Susan

English Teacher (Middle & High School)

Poetry Unit - put an emphasis on African American, women, young poets

ELA review - passages about different cultures

The Miracle Worker - showed a documentary out of Tibet highlighting 6 blind teenagers

New Paltz Middle and High School

Website: <http://www.newpaltz.k12.ny.us//Domain/629>

English 7 Assignment Calendar: <http://www.newpaltz.k12.ny.us/Page/5597>

-Hughes, Valerie

English Teacher

- short story on Native Americans where traditions and culture is also discussed - "How Whirlwind Saved Her Cub"
- biography "Mary McLeod Bethune: Woman of Courage" - racism, segregation, classism, sexism
 - poem "Elizabeth Blackwell" - sexism
 - novel - *The Cay* - racism, classism, overcoming handicaps
- Lit Circles unit- post-apocalyptic (sort of) theme (*The Giver, Matched, The Maze Runner Among the Hidden, City of Ember, The big Empty*) - all have classism
 - play *The Miracle Worker* - overcoming handicaps, stereotypes, classism, prejudice

-Randi Rosen

8th Grade Social Studies

Unit on immigration and nationalities, students reported on their country of heritage and were able to bring in sample foods of that country's / culture.

-Mrs. Hicks

Physical Education

~Main Physical Education bulletin board

~All students were grouped and performed the "Steppin' activity".

-Coach E. O'Sullivan

Sp.Ed. 6th Grade

Explore Stereotypes through the novel:
Number the Stars by Lois Lowry **and** through the
Social Studies 6 unit: Europe and Russia with a focus on WWII

GOAL was to have students come to realize these stereotypes cannot be relied upon, and that we should get to know each other as individuals.

Class activities: compared both positive and negative stereotypes of groups of people. Students discussed and participated in activities relating to:

- * The stereotypes they face in their everyday lives & how they deal with these issues.
 - * Stereotypes found in the novel, ***Number the Stars***
- * Stereotypes during WWII as one group formed a generalization about another group
 - * listed different races, religions, groups and types of people and stereotypes about them
- * Had students come up with examples of people they know that **do not** fit that stereotype – students explained (discussions and writing assignments) how those people “broke the mold”.

-Mary Guirma,

Foreign Language

I teach a language that is spoken in over 30 countries. Every day students have opportunities to discuss cultural appropriateness and learn to communicate with millions more people world-wide than they would if they spoke only English. We just completed a week of study about Paris. :)

-Lauren O'Malley,

7th & 8th Grade Social Studies

- Showing, with appropriate activities, *The Autobiography of Miss Jane Pittman*. (covers slavery to modern Civil Rights Movement)
- Immigration: Case studies of different immigrant groups who arrived between mid-nineteenth and late twentieth centuries. Includes contributions made by various immigrants to enrich our culture.

-John Thompson,

Spanish – Foreign Language

Read “El gente secreto y el mural de Picasso. It is an inter-disciplinary topic dealing with Picasso’s Guernica and the aspects of the Holocaust. The novel ties real world experiences with fiction. Students also attended two assemblies having to do with Holocaust survivors-the first assembly was theatrical in nature. The second assembly was personal accounts of a holocaust survivor (grandfather of one of our middle school students), who has written a book about his experiences.

Cultural, historic and geographic aspects of Spain continue to be explored throughout the school year, including the running of the bulls. First – hand teacher accounts, help to address student understanding and visualization of this rich culture.

Arabic influences in tile art, as well as Visigoth’s influences in architecture, in Spain.

-Belgrave, Jill

Foreign Language

We are doing a lot of work with Picasso's Guernica and reading a novel about bull fighting and talking about the debate "to do or not to do" bullfights in Spain., French class is doing a re-enactment of the "great waiter race" in Paris; an annual event where waiters race through the streets of Paris with a full glass of water.

Mary Holmes

Music / Band

Upon entering Band Class, there is an earth Day poster depicting drawings of kids from all races. The music that is taught is from varying places and times, ranging from 1920's-present. This helps to familiarize students with all types of music as well as to break the barriers of "ageism". They are presently working on the age of Jazz.

-Scott Millici

Social Group

Autism awareness Tree

Each month there is a different tree display of Awareness activities provided by the Social Group-which is visible to all who come by the Main Office. For the month of April, Social Group members decorated wooden puzzle pieces while discussing similarities and differences with one another. All students had the opportunity to donate money in exchange for a hand-made ribbon pin or laminated puzzle piece. All donations were handed in on 4/28/13 for the Autism Walk and Expo in Rhinebeck, NY.

Various posters in highly visible spaces are placed around the school in order to help raise awareness of these issues. Women's History month was one of them.

-Ms. O'Brien & Ms. Ibrahim

Art, 6-8th Grade

Bob Presbie- Former SUNY New Paltz Psychology Professor came to share his African artifacts collection with students in 6th grade art class (tying into what they've studied this year). Mrs. Sturgis and Mrs. Gruschow's art class was given the opportunity to hold and examine his unique collection closely. They were able to see some of his own artwork that was inspired by his collection. Each piece of sculpture was explained and connected to the African culture and the various tribes were **represented**.

**A selection of 7th Grade art students, participated in the 11th Annual Commemoration Ceremony:
Slavery Then! Slavery Now - Community Event.**

11 Annual Commemoration Ceremony
Slavery Then! Slavery Now?
3:00 pm, Sunday, March 3, 2013

Statue of Liberty poems about justice and liberty were on display.
At this local community event:)

Kim Sturgis & S. Gruschow

Health Class

In our health class, we have had James Childs come to see both 7th and 8th graders about differences and diversity. Currently, I am doing the egg baby projects, which unites people together to take care of a "baby" for 1 week. Seventh grade students are beginning character education, where I talk about differences between people, internet safety, and issues regarding bullying.

-Justin Duchin

“Lunch Club”

Students are invited to have their lunch with their peers, in Mr. Tantillo's office. These students often have difficulty making friends, due to various social issues. This is an important social building, self-esteem building and communication step for these students. Students who potentially are at risk of facing adverse social consequences due to their social differences-are able to experience a positive social group of peers.

-Mr. Tantillo, Assistant Principal

New Paltz Middle School 7th Grade Boston Trip

One of the places that was visited was Copp's Hill, where this plaque was placed to acknowledge the African Americans who were buried there. We also visited the Crypts under the old North Church, where it was explained that families also entombed their slaves and other African American members of society.

District Diversity Committee
High School Update (since Jan 2013)
June 3, 2013

Black history month-

- Planning Black history celebration similar to last year's program on March 1 (3 stations)
 - One stations Bombada (30 min)
 - African Drumming with Joakim Lartey (15 min)
 - Food station and African masks display (15 min)
- Daily video segments on NPZ portraying a black American inventors and their inventions. Original scripts and videos made by students.
 - Feature on Martin Luther King's principles of Non-Violence.

Anti-bullying campaign-

- Peer Education leaders led lesson on gender bias and bullying based on perceived gender (together with GSA and students who attended prides conference)
 - Student created messages on LCD screen by library

Classes-

- 9 grade English
 - All students complete Never Again project on Human Rights violations
 - Family of Man display on human experience
 - Article of the week—students read and write responding to current issues (many dealing with race, gender, stereotypes, etc. ie. Trevon Martin)
 - Minority authors include Langston Hughes, Toni Morrison, Ismael Beah
 - Persepolis (Afghanistan)
 - 10 grade English
 - To Kill a Mockingbird – 10 grade
 - Raisin in the Sun -10 grade
 - Public Speaking
 - Addresses current controversial issues such as race relations, diversity, stereotypes, etc.
 - Debates
 - Exploratory Issues
 - Addresses current issues in America
 - Focus on multiple perspectives and in-depth analysis of issues
 - Understanding Media
 - Gender Bias
 - Social Media
 - Racial bias
 - Pop Culture
 - Focus on how major cultural issues have been portrayed in television, movies, music, etc.
 - Examine issues of race, gender roles, sexual orientation, in historical and cultural context
 - Current Issues
 - Focus on current international issues from multiple perspectives
 - Issues include
 - Immigration and immigration policy
 - Human trafficking
 - Child soldiers in Africa
 - Black History I and II
 - Black History I—approx 30 students
 - Ancient African history to Columbian age
 - Focus on anthropology and race constructs
 - Black History II—approx 30 students
 - Modern era and race relations in America
 - Focus on anthropology and race constructs
 - Human Rights
 - Genocide around the world

- Projects on human rights violations
 - Piglets
 - Anti-bullying at Lenape (fall)
 - Protein for Family of New Paltz
 - Woodland POND
 - Art department
- Overall focus for all classes—how culture, experiences influence both expression and interpretation of art (regional, ethnic, sexuality, gender)
- Computer science/graphics—creating NPZ features and signs for LCD screen on variety of issues
 - Photography
 - Social justice project (5 images including writing)
 - Topics include stereotypes, women’s rights
 - Health
 - Peer Education on LGBT issues
 - Awareness campaigns with GSA
 - Peer Leadership

LGBT

- Day of Silence observed April 19
- Peer Education and Peer Leadership
- New Paltz Pride Walk first weekend of June
 - Gay-Straight Alliance
 - Safe place to discuss issues
 - Learn history
 - Find resources for LGBT youth

Women’s History Month

- Daily videos portraying First Ladies and their contributions to society. Original scripts and videos made by students.
 - Women in history video clips on NPZ
 - LCD screen information

Other

- Library Specialist
 - Actively seeks out diverse authors and literature
 - Resources on diversity studies and issues
 - LCD screen by library—message and signs by students
 - Art show and displays
 - Youth for Unity club lead Mix It Up day on May 23
 - 18 student leaders led get-to-know you games
 - 5 students filmed NPZ intro
 - Student developed questions, game, prizes, and publicity
-

District Diversity Committee

Minutes

5/6/13

Members Present: Barbara Clinton, Debra Hogencamp, Ayesha Ibrahim, Joann Martin, Tanya Marquette, Edgar Rodriguez, Eric Savelson

Guest: Deborah Fialkow

Agenda

1. Review of the minutes
2. Equity Report Card from Ithaca Schools
3. Other

Item 1: Review of the minutes

The minutes were accepted.

Item 2: Equity Report Card from Ithaca Schools

On overview of the Equity Report Card from the Ithaca City School District was presented by Edgar Rodriguez. Edgar has shared this information with the New Paltz Board of Education and Superintendent Maria Rice. The goal of the report is “to eliminate race, class, disability, and gender as predictors of academic performance, co-curricular participation and discipline in the Ithaca City Schools.” It was noted that a report of this magnitude requires significant resources to generate.

Item 3: Other

- An email was sent by Debra Hogencamp to all New Paltz teachers regarding the “Interpreting Northern Slavery Workshop.”

- Next year’s meeting dates are as follows:

Oct 22 nd	Members will be given the opportunity to share why we chose to be part of the committee.
Nov 19 th	Regular Meeting
Jan 21 st	Diversity Cadres share out building-level activities for the first semester.
March 18 th	Regular Meeting
April 29 th	Regular Meeting
May 27 th	Diversity Cadres share out building-level activities for the second semester.

Next Meeting:

June 3rd at 4PM/Duzine Library

Next Agenda:

1. Review of the minutes
2. Building-level Diversity Cadre Reports
3. Other



District Diversity Committee

Minutes

3/19/13

Members Present: Barbara Clinton, Susan Gruschow, Debra Hogencamp, Ayesha Ibrahim, Joann Martin, Tanya Marquette, Edgar Rodriguez, Eric Savelson, Kara Seim, Linda Welles

Agenda

1. Review of the minutes
2. African American Bench Commemoration
3. Other

Item 1: Review of the minutes

The minutes were accepted.

Item 2: African American Bench Commemoration

Edgar and Tanya reported about that the bench commemoration.

- Several Duzine students sang “Follow the Drinking Gourd;” a first grader sang “Let the Circle Be Unbroken.”
- A Huguenot descendent sent a letter as well as an artifact -- a slave collar with a lock-- which was donated to the Huguenot Historical Society.
- Dr. Williams-Myers, a professor at SUNY New Paltz, also spoke about slavery from a historical perspective.
- Mr. Odell Winfield, co-director of the Sadie Peterson Delaney African Roots Library, gave a talk on the book, *The New Jim Crow*, which addresses the massive incarceration of People of Color in the U.S. over the last fifteen years.
 - It was noted that, in most states, once someone is convicted of a crime, they lose rights such as the right to vote even after they pay their debt to society by serving time. In light of the disproportionate number of People of Color being arrested, convicted and incarcerated, this is a form of social control.
- Artwork from all four schools was displayed, including a mural from Duzine on diversity, and artwork and essays from Lenape.
- This was the best attended commemoration yet. Three current Board of Education members, three previous Board of Education members, teachers and a district

administrator attended as well. The students' artwork was very moving as were the essays.

- An article from 1894 in the newspaper spurred the research regarding the New Paltz African American burial ground. The goal is to acknowledge what happened here in our town and begin the healing.
- Resources
 - An on-line exhibit at www.hrvh.org - Untold stories of the African American presence in the mid-Hudson Valley
 - "What lies beneath" - 2013 summer archaeology camp, July 15- through July 19th from 9-3

Item 3: Other

Edgar reported that:

- African American National Monument near Wall Street is an excellent educational experience that would benefit students.
 - The African American burial ground reemerged in 1991 during the construction of a federal office building in NYC. This is widely regarded as one of the most important archaeological finds of the 20th century.
 - He will be returning with the Huguenot Historical Society and will take digital photos to share at a future meeting.
 - Tanya highlighted the controversy surrounding the discovery of the mass grave of slaves and how the monument came to be. It was established in 2006.
 - A quote from a poem by Maya Angelou, Poet Laureate of the U.S., in regard to the monument: "You may bury me in the bottom of Manhattan. I will rise. My people will get me. I will rise out of the huts of history's shame."

Linda announced that One Book, One New Paltz is looking for suggestions for their next selection for this coming November.

Tanya announced the following to be shared with the committee members:

On March 28th at Vassar College, the director of the Schomburg Center will be speaking. Arturo Schomburg, who was born in Puerto Rico, was part of the Harlem Renaissance and founded this institution.

The Mid-Hudson Anti-slavery Project is presenting a program of song with people dressed in period costumes (flyer to follow).

Next meeting:

April 23rd at 4pm/Duzine library

Next Agenda:

1. Review of the minutes

2. Review of the “Equity Report Card” from Ithaca which is used there to review the performance of specific student groups and set educational goals dates for next year
3. Other

Note: The May 21st meeting is set aside for the sharing of building Diversity Cadres’ accomplishments. Ayesha suggested using the first meeting in the fall for members to share their interest in and connection to diversity.

District Diversity Committee

Minutes

11/26/12

Members Present: James Childs, Barbara Clinton, Debra Hogencamp, Tanya Marquette, Edgar Rodriguez, Kara Seim, Linda Welles

Agenda

1. Review of the minutes
2. Review of the Middle School and High School survey results presented by James Childs
3. Other

Item 1: Review of the minutes

The minutes were accepted.

Item 2: Review of the Middle School and High School survey results presented by James Childs

James Childs reviewed the results of the spring 2012 Middle School and High School Bias Awareness Survey results with the committee members.

- There was a very good response rate.
- The Overview document gives all of the results from the survey.
- It includes demographics and focuses on sexual orientation, race and ethnicities, gender, abilities and social class.

James' summary:

M.S. and H.S. students are basically saying New Paltz secondary schools are comfortable places to be. There is a dip statistically for African-Americans and Carribean Islanders but the results for these groups still indicate a good approval rating. Also, in general, the survey indicates that students are comfortable interacting with staff. There, of course, is still work to be done, especially in regard to comfort level as it relates to sexual orientation.

In response to the question, "How does New Paltz compare to other districts with a similar profile?" posed by committee members, James indicated, " This is a great place to send your kid to school while we still work on being perfect."

James recommends:

- Celebrate our success.
- Stay the course and identify where we need to put our efforts so that we can continue to build on our gains.

James also asked what the committee would like shared at the December 5th Board of Education Meeting when Debra and he will report on the Diversity Committee's work. The suggestions were as follows:

- In a fiscally trying time, when other districts are deciding not to do this work, we continue to do it.

- We will continue to do this important work to maintain the gains we have made.
- We will continue to build a culture of acceptance.

Item 3: Other

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Next meeting:

Tuesday, January 22, 2013 at 4:00pm in the Duzine library

Next Agenda

1. Review of the minutes
2. Building level Diversity Cadre Reports
3. Other



District Diversity Committee

Minutes

5-22-12

Members Present: Debra Hogencamp, Edgar Rodriguez, Joann Martin, Tanya Marquette, Lauren Papot, Linda Welles, Kara Seim

Agenda:

1. Review of the minutes
2. Bias Awareness Survey
3. Debrief on the building Diversity Cadre Reports
4. Other

Item 1: Review of the minutes

The minutes were reviewed.

Item 2: Bias Awareness Survey

The survey will be administered to the H.S. and M.S. students. James Childs will do the analysis of the results.

Item 3: Debrief on the building Diversity Cadre Reports

- The Action Plan has helped the Diversity Committee bring all four buildings together in addressing this important work.
- It is apparent that the students have been learning about diversity throughout their educational careers in all four buildings. It is interesting to see the continuation of the work begun at Duzine, and how the students' participation evolves.
- Once students reach the H.S., the emphasis is on taking what they have learned and using it in the world; to take a leadership role.
- The committee would like to let the community know the good work our district is doing. A goal would be to highlight the students' work in this area in the district's budget newsletter and/or the local newspaper. Linda Welles will contact the New Paltz Times to find out their protocol for articles.

Item 4: Other

The dates of next year's meetings are as follows:

October 23rd, November 27th (Diversity Cadres) January 22nd, March 19th, April 30th, (Diversity Cadres), May 7th

Next meeting:

October 23, 2012 at 4:00 pm in the Duzine Library

Next Agenda:

1. Review of the minutes
 2. Process for Articles in the New Paltz Times (Linda Welles)
 3. Develop 2012-13 Action Plan
 4. Other
-

District Diversity Committee

Minutes

4-24-12

Members Present: Edgar Rodriguez, Barbara Clinton, Daniel Scherrer, Joy Gallagher Ward, Lauren Papot, Ayesha Ibrahim, Tanya Marquette, Linda Welles, Kara Seim, Jennifer Raimondo (SUNY New Paltz student)

Agenda:

1. Review of the minutes
2. Building-level Diversity Cadres report out on planned activities
3. Other

Item 1: Review of the minutes

The minutes were reviewed.

Item 2: Building-level Diversity Cadres report out on planned activities

Lenape—

- Activities have been planned around the diversity theme of “Compassion, Empathy, and Courage” (theme for 3 years).
- A pre-test based on the above theme was administered; a post-test is planned.
- Assemblies included: a play on standing up to help others, a play based on the book, *A Sweet Smell of Roses*, which portrayed the principles of Dr. Martin Luther King, Jr. through the eyes of children, and a poetry recitation on the theme of diversity.
- The Librarian has set up a section of the library based on those themes (photos are on the website link).
- Elements of the Responsive Classroom are present in all classrooms (i.e. morning meeting); “Don’t laugh at me” announcements are made over the loudspeaker.
- There was a puppet show based in the country of Eritrea.
- Lenape had a successful poetry residency with Charles R Smith, an African-American author, whose works portray his passion for writing about sports.
- Lenape had a Hip Hop Dance residency that was also very successful.
- Joan Pierce wrote a book, *Buford the Bully*, about bullying featuring frogs as the main characters. She has done readings and students are making related art projects.

Duzine—

- Student puppet shows focusing on the Duzine theme, “How can I be a kind and courageous kid? Who should I be kind and courageous to?” were held. Students made and used their own puppets.
- A pre-test on the above theme was administered; a post-test is planned.
- An assembly was held based on the book, *One*, which addresses standing up to bullying. Classroom teachers are designing individual follow-up projects.
- All Duzine students participated in the Dr. Martin Luther King, Jr. Kindness and Justice Challenge in January and completed related projects. A culminating assembly was held where children shared quotes about social justice and sang related songs.
- Edwin Fion conducted Hip Hop and Latin Dance residencies with the 1st and 2nd graders as part of the Arts in Ed programming.
- All classrooms incorporate practices from the Responsive Classroom which focus on building community, and developing empathy and compassion.
- Kim and Reggie Harris, storytellers, performed the story of the Underground Railroad for all Duzine students in an Arts in Ed presentation.

- Culture and Diversity Units are taught in each grade (i.e. What are the common characteristics of families around the world? What are traditions families around the world share?).
- Students participated in classroom projects pertaining to Black and Women’s History Months (i.e. Dr. Martin Luther King, Jr. inspired artwork in second grade).
- Exposure to Artists of Color has taken place through the art program (i.e. Frida Kahlo; Jean Michel Basquiat).

Middle School—

- “Mix it up” day was held with the help of the Guidance Department to encourage students to sit with other students they don’t ordinarily choose to sit with to get to know them better.
- Put-ups (versus put-downs) have been discussed in English and Social Studies classes. Students created a collage of put-ups displayed outside the cafeteria.
- “Welcoming Hands” is a service learning project where M.S. students support other students in feeling comfortable at the M.S.
- Social Studies classes have taught many units on the Civil Rights Movement, including the 6th grade classes who collaborated for a Dr. Martin Luther King, Jr. Day unit.
- The 8th graders went on a trip to Washington, DC where they visited the newly opened Dr. Martin Luther Jr. Memorial, and answered questions related to his life and work. They also visited the Holocaust Museum and took away many insights regarding human atrocities.
- 7th graders will be visiting the Native-American Wampanau Village in Plymouth, MA.
- “Mulan,” a play about Chinese culture and the roles of women, was put on by over 150 M.S. students.
- Announcements are used in the morning and afternoon to reinforce diversity themes.
- As part of an Autism Awareness campaign, the school is planning to participate in “Blue Friday,” an event that will raise awareness around this topic.
- There were many initiatives taken by specific teachers including efforts to make the curriculum more diverse, comparing movies and literature and their themes, bringing diverse cultures into music, etc.

High School—

- NPZ, the school’s televised announcements, focuses on diversity issues (e.g. Black History and Women’s History months; GLBT books and authors; Autism Awareness, etc.).

- For Black History Month, a community screening of the movie, “War Dance,” was held, as well as a school assembly that highlighted food and literature, and included dance/drumming stations.
- There was an anti-bullying campaign throughout the year. It included recognition of students who stand up for others, a survey on bullying administered by the peer leadership group, and an assembly held in small break-out sessions and led by students. Students also created the presentation and movie clips for the assembly.
- The school newspaper covered issues of bullying and racism.
- The Gay-Straight Alliance coordinated the observation of the “Day of Silence.”
- Efforts continue to make the curriculum diverse including: a unit on African- American literature for 10th grade English students, diversity in poetry, African drumming classes, two Black History courses, a Human Rights course, anthropology and sociology courses, etc.
- The library works to maintain culturally diverse authors, material, and assistive technologies, such as recently acquired nooks.

Item 3: Other

- Tanya Marquette recommended the book, *My Mama’s Dead Squirrel*, by Mab Segrest which provides a southern perspective on racism and slavery.
- Daniel Scherrer recommended the book, *Opening Minds: Using Language to Change Lives* by Peter H. Johnston

Next meeting:

May 22, 2012 at 4:00 pm in the Duzine Library

Agenda for the May 22, 2012 Meeting:

1. Review of the minutes
2. Bias Awareness Survey
3. Debrief on the building Diversity Cadre Reports
4. Other



Diversity Committee

Minutes

3-20-12

Members Present: Barbara Clinton, Debra Hogencamp, Tanya Marquette, Joanne Martin, Lauren Papot, Edgar Rodriguez, Daniel Scherrer, Joy Ward

Agenda

1. Review of the minutes
2. Update on Bias Awareness Survey
3. Update on the African-American Burial Ground Celebration
4. Other

Item 1: Review of the minutes

The minutes were reviewed.

Item 2: Update on the Bias Awareness Survey

Debra Hogencamp left James Childs another voicemail message and sent him an e-mail regarding the survey.

Item 3: Update on the African-American Burial Ground Celebration

The event always begins at the actual site of the Memorial Bench. An indoor space to hold the event is still being sought. A tentative timeframe for the event is May. Tanya Marquette and Edgar Rodriguez will keep the Diversity Committee informed via e-mail. The Diversity Committee will ask all buildings to contribute relevant artwork, etc.

Item 4: Other

The Diversity Committee Members read the New York Times article, "Black Students Face More Discipline, Data Suggests."

The article evoked a number issues and concerns among our members:

- While the article provided a summary, more data with specifics would be helpful to understand the issues presented in the article more deeply.
- -The correlation between high numbers of Children of Color in districts that are low income was noted.
- The following questions were posed:
 - “How does this impact our district?”
 - “How do we help teachers ‘bridge the gap’?”
 - “How do we communicate effectively with Families of Color?”
- Data similar to that mentioned in the article is shared by our Superintendent with Concerned Parents of New Paltz.
- Similar data is collected and reviewed at the High School
- The District provides relevant Staff Development (e.g. Bias Awareness Training).
- A number of supports are in place to assist students in meeting the academic rigor and high expectations at the High School such as counseling, homework support, and peer tutoring.
- The District and Board of Education have set on-going Guiding Principles aimed at addressing these concerns: To maintain a focus on learning and success for all; to create a cohesive and inclusive culture PK-12, across buildings and departments; and to empower and create success for disengaged and disenfranchised students.
- The book, *The New Jim Crow*, speaks to the growing number of Youth of Color ending up in prisons.
- High expectations for achievement are essential especially in the context of race.

- Programs such as Pre-K support those students who are in academic need.
- Students of Color need role models.
- The number of Teachers of Color employed in the district was a concern years ago. Where are we now? What is the comfort level, the feeling of belonging of the Teachers of Color in the District?
- How can we continue to support students and staff?
- How can we attract People of Color to work here? How can we support them once they are working here?
- Communication is key in dealing with issues of diversity. There is always work to be done and we are committed to doing it.

Next meeting:

April 24, 2012 at 4:00pm in the Duzine Library

Agenda for the April 24th Meeting:

1. Review of the minutes
2. Building-level Diversity Cadres report out on planned activities
3. Other

Agenda for the May 22, 2012 Meeting:

1. Review of the minutes
2. Bias awareness survey
3. Debrief on the building Diversity Cadre Reports
4. Other

Diversity Committee

Minutes

1-24-12

Members Present: Barbara Clinton, Shawn Doyle, Debra Hogencamp, Tanya Marquette, Lauren Papot, Edgar Rodriguez, Daniel Scherrer, Kara Seim, Joy Ward, Linda Welles

Agenda

1. Review of the minutes
2. Bias awareness survey
3. Multicultural Conference Report
4. Debrief on the building Diversity Cadre Reports
5. Discuss Board of Education feedback
6. Other

Item 1: Review of the minutes

The minutes were reviewed.

Item 2: Bias Awareness Survey

A message has been left for James Childs asking him to please send the approved survey to Debra Hogencamp and Barbara Clinton.

Item 3: Multicultural Conference Report

The format was different in that there weren't workshops this year. Instead, participants met together in one area as guest speakers addressed the group as a whole. One such speaker that resonated with committee member, Lauren Papat, talked of his experiences working with inner city students. His message was that getting students to dialogue and adults to listen is key so that the students' lives can follow a productive route.

Item 4: Debrief on the building Diversity Cadre Reports

The Diversity Committee was very impressed with the work done in all of the schools thus far and looks forward to the next meeting with building Diversity Cadres on April 24th.

Item 5: Discuss Board of Education feedback

Debra Hogencamp indicated that the report was well-received by the Board of Education.

Item 6: Other

Linda Welles recommended the book, *The Warmth of Other Suns*, which is the story of the African-American migration from the south to the north beginning in the 1920's up through the 1960's. Using an interview format, the book also addressed what it was like to live under Jim Crow laws and the experiences encountered in the north. Barbara Clinton will check with the High School librarian to be sure it is in the library.

Edgar Rodriguez reported that the Board of Education is sending a survey to all households regarding people's perceptions of the condition of the school buildings. Respondents will need to identify themselves by ethnicity, gender, whether they are a parent, etc. A "robo" call will be made to inform people of the survey. Edgar intends to recommend that the Board do a second "robo" call in Spanish.

Tanya Marquette reported that the annual celebration at the African-American Burial Ground will be in March. The schools are invited to participate.

Next Meeting: March 20, 2012 at 4:00pm at Duzine

Agenda for the March 20, 2012 Meeting:

1. Review of the minutes
2. Update on Bias Awareness Survey
3. Update on African-American Burial Ground Celebration
4. Other

Diversity Committee

Minutes

11-29-11

Members present: Barbara Clinton, Eliezer Espinosa, Joy Gallagher-Ward, Debra Hogencamp, Ayesha Ibrahim, Tanya Marquette, Lauren Papat, Edgar Rodriguez, Daniel Scherrer, Kara Seim, Jackie Sinatra, Elaine Thomas, Linda Welles

Agenda

1. Review of the minutes
2. Building-level Diversity Cadres report out on planned activities
3. Other

Item 1: Review of the minutes

The minutes were accepted.

Item 2: Building-level Diversity Cadres report out on planned activities

High School

Principal, Barbara Clinton, and teacher, Eli Espinosa, reported on the following:

Hispanic Heritage Month

This is a curricular focus that is supported by school-wide morning announcements/ newscasts that showcase important Hispanic contributions.

No Name Calling Week

During this event, students take a pledge not to use derogatory language.

Night in a Day

This event focuses on the reading of Elie Wiesel's book, *Night*, about his experiences with his father in the Nazi German concentration camps in 1944-45 at the height of the Holocaust toward the end of the World War II.

Anti-bullying Week

This event will happen the week after winter break and focus on both the victim and the bully and how things could be different.

Pride Works Conference

H.S. students and staff attended this conference focused on LGBTQ concerns, and the Gay/Straight Alliance.

Multicultural Education Conference at SUNY New Paltz

Faculty representatives, including H.S. students, attended The Multicultural Conference. Teacher, Albert Cook from our H.S., was a presenter, and teacher, Eli Espinosa, took H.S. students from the Youth for Unity Club.

Peer Mediation

This program is still in effect.

Black History and Women's History Months

Plans are being made.

Hispanic Youth Leadership Conference

Hispanic H.S. students attend this conference that focuses on legislation and how it affects the Latino community.

Lenape

Principal, Jackie Sinatra and teachers, Elaine Thomas and Joy Gallagher Ward reported on the following:

Diversity Theme

The Diversity Cadre at Lenape is focusing on a "Celebrate Diversity" theme. They are still in the process of developing an over-arching question that encompasses the goals of the theme for their pre and post assessment data collection and would welcome suggestions. Their hope is to devise a question that relates to anti-bullying but approach it from a positive perspective. Questions from previous years include: "How do my words and actions affect myself and others?" and "How can I be the change I seek in the world?" (based on the quote from Mahatma Gandhi).

Responsive Classroom

Activities thus far include developing school-wide rules using the Responsive Classroom Approach. Also, an assembly is being planned where classes can share their ideas about diversity. A Readers' Theater around tolerance and acceptance is in the works as well.

Conflict Management

The Conflict Management program is still going strong.

The Peaceful Bus

The Peaceful Bus project which focuses on supporting students in making safe decisions on the bus is being considered as part of a joint effort between the elementary schools and the district's Transportation Department. This project aligns with previous training provided to bus drivers in the Responsive Classroom Approach.

Hispanic Heritage Month

Various class projects have been completed. One class did research on Puerto Rico and others have done a study on The Day of the Dead. In previous years, students made "nearikas" yarn paintings and embossed metal projects from Mexico.

Multicultural Education Conference at SUNY New Paltz

Teacher representatives attended this conference.

Duzine

Principal, Debra Hogencamp, and teacher, Lauren Papot, reported the following:

Diversity Theme

For the last several years, the Duzine Diversity Cadre has identified a central guiding question on which to base activities. This has been done in conjunction with Lenape. The previous guiding questions were:

- How do my words and actions affect others and myself?
- How can I make my school and community a better place?

This year there are two related questions:

- How can I be a kind and courageous kid?
- Who should I be kind and courageous to?

These questions were designed through the work done by both the Duzine Diversity Cadre and the Building Level Team. The focus is on “standing up” for social justice and not being a “bystander.”

Hispanic Heritage Month

Edgar Rodriguez came to read a story to the Duzine student body in September in honor of Hispanic Heritage Month. The story, *My Name is Gabriela*, tells about Gabriela Mistral, the Nobel Prize winning poet.

Kindness and Justice Challenge

This school-wide event focuses on the work of Dr. Martin Luther King, Jr. The “Kindness and Justice Challenge” helps students learn about responsibility, respect, compassion, honesty, non-violence and courage. To kick off the project, all students create a “bumper sticker” that reflects acts of kindness (helping others) and justice (standing up for what’s right). Students also learn songs, listen to stories and make artwork. For example, in art class, each child has made a puppet which is then used to act out student created skits about justice.

Multicultural Education Conference at SUNY New Paltz

Teacher representatives attended this conference.

Mural Exchange Project

This activity is based on the concept that art can be used as social currency to build relationships, cultivate a spirit of generosity, and help heal social problems. Every classroom, after collecting information about what the students in their buddy classroom valued, created a corresponding mural to give to them.

Middle School

Ayesha Ibrahim reported the following:

Bias Awareness Training

James Childs is providing bias awareness training to all new sixth, seventh and eighth grade students. He is also working with individual classes regarding issues of diversity which has served as a bridge to deeper discussions in the school at large.

Hispanic Heritage Month

The M.S. library housed a display containing resources highlighting the contributions of Hispanics in honor of Hispanic Heritage Month.

Aides Quilt

Melissa Gruver, the M.S. health teacher, helped organize a field trip to Albany to see the Aides Quilt. A follow-up project is planned for the students.

Multicultural Education Conference at SUNY New Paltz

Teacher representatives attended this conference.

Anti-Bullying

A school wide anti-bullying project is underway headed by Kim Sturgis, the M.S. art teacher.

Item 3: Other

Edgar Rodriguez expressed his gratitude for all the work being done in the buildings.

Barbara Clinton mentioned that this important work has been a focus for years in New Paltz, and that the support provided to all staff through activities such as James Child's Bias Awareness training is foundational in helping teachers address important issues related to diversity.

Edgar Rodriguez and Tanya Marquette also pointed out that all four schools contributed to the African American Burial Ground Bench Dedication last year. This local site provides an important resource in the study of the African American presence in the mid- Hudson Valley (see www.hrvh.org). The Huguenot Historical Society is yet another resource with a focus on the contributions of Native American culture.

Linda Welles reported that Inquiring Minds bookstore is doing a fundraiser to benefit Elting Library from December 3rd through the 10th to increase the library's collections related to diversity.

Tanya Marquette shared the resource: *The New Jim Crow: Mass Incarceration in a Time of Color Blindness* by Michelle Alexander.

Next Meeting: January 24, 2012 at 4:00pm at Duzine

Next Agenda

1. Review of the minutes
2. Bias Awareness Survey
3. Multicultural Conference Report
4. Debrief on the building Diversity Cadre Reports
5. Discuss Board of Education feedback
6. Other

Note: The next meeting for teacher representatives is April 24th.

Diversity Committee

Minutes

10/25/11

Members Present: Barbara Clinton, Debra Hogencamp, Kara Seim, Linda Welles

Agenda

1. Review of the minutes
2. Action Plan for the 2011-12 school year
3. Preparing for the Board of Education Report in the fall
4. Discuss the article, "See Baby Discriminate"
5. Other

Item 1: Review of the minutes

The minutes were accepted.

Item 2: Action Plan for the 2011-2012 school year

The Diversity Committee reviewed the Action Plan for the current year and made the necessary updates (see revised 2011-12 Action Plan). Linda Welles suggested placing information about our diversity activities in the newspaper. We will try and make this a focus for this year.

Item 3: Preparing for the Board of Education Report in the fall

Debra will give a brief update regarding the Diversity Committee's progress at an up-coming Board of Ed Meeting. Major points include:

- Building-level Diversity Cadres continue to plan, and carry out related activities.
- Hispanic Heritage Month was addressed in each building this year.
- Two meetings a year are being set aside for building-level Diversity Cadres to report out on the activities they have designed.
- Representatives from each building, including H.S. students, were selected to attend The Multicultural Conference at SUNY (Note: Teacher, Albert Cook from our H.S. is presenting, and teacher, Eli Espinosa, is taking six H.S. students from the Youth for Unity club.).
- On the elementary level, data collection continues in order to determine the impact of diversity-related activities which so far reflect growth in terms of cause and effect, and reciprocity. The elementary schools are focusing on an anti-bullying theme aimed at helping students be kind and courageous.

Item 4: Discuss the article, "See Baby Discriminate"

This activity was completed.

Item 5: Other – Bias Awareness Survey

Debra Hogencamp will contact James Childs for the final survey approved by Superintendent Maria Rice. Barbara Clinton will administer the survey at the High School.

Next Agenda

1. Review of the minutes
2. Building-level Diversity Cadres report out on planned activities
3. Other

Next Meeting: November 29, 2011 at 4:00pm at Duzine

Agenda for the January 24, 2012 Meeting:

1. Review of the minutes
2. Bias Awareness Survey
3. Multicultural Conference Report
4. Debrief on the building Diversity Cadre Reports
5. Discuss Board of Education feedback
6. Other

Diversity Committee

Minutes

6/15/11

Members Present: James Childs, Barbara Clinton, Debra Hogencamp, Tanya Marquette, Linda Welles

Agenda

1. Review of the minutes
2. Update regarding the Bias Awareness Survey (from James Childs)
3. Update regarding next year's work with James
4. Preparing for the Board of Education Report in the Fall
5. Hispanic Heritage Month Plans
6. Other

Item 1: Review of the minutes

The minutes were accepted.

Item 2: Update regarding the Bias Awareness Survey

James Childs indicated that Superintendent Maria Rice has approved the survey for administration. Being that it is so late in the year, Barbara Clinton felt it was best to postpone its administration until fall 2011 so that it receives the time and energy it deserves. She will connect with Dr. Rich Wiesenthal about the survey's administration.

Item 3: Update regarding next year's work with James Childs

Based on a conversation with Maria Rice, Barbara Clinton indicated that it was her understanding that the district intends to hire James to do training but not to co-facilitate meetings. James stated that he has been informed by Debora Banner, Assistant Superintendent, that he is needed to do Bias Awareness Training with new staff this summer. James indicated that he would continue to come to our meetings provided that he is still working in the district. Debra Hogencamp and Lauren Papot submitted a grant to Ulster Savings Bank for \$500 to support James' work on the Diversity Committee but have not heard whether the proposal was funded.

Item 4: Preparing for the Board of Education Report in the Fall

Building-level Diversity Cadres should submit a list of completed activities/accomplishments, as well as student data for the 2010-11 school year to Debra Hogencamp.

Item 5: Hispanic Heritage Month Plans

The Diversity Committee members would like each of the schools to acknowledge Hispanic Heritage Month (September 15th – October 15th). Barbara Clinton will speak with Dr. Rich Wiesenthal, Middle School Principal, and Debra Hogencamp will connect with Michelle Martoni, Lenape Principal.

Item 6: Other – Meeting Schedule for the 2011-12 School Year

The Diversity Committee members decided after much discussion to set six (6) meeting dates per school year, two of which would be for the purpose of connecting with teacher representatives from the building-level Diversity Cadres. The Diversity Committee will meet to conduct regular business on October 25th (changed from the original date of October 18th), January 24th, April 24th and May 22nd. The November 29th meeting and the March 20th meeting will be set aside for Diversity Cadre teacher representatives to share their plans and/or accomplishments on the building level.

Barbara Clinton will speak to Dr. Rich Wiesenthal and Debra Hogencamp will speak to the new Lenape Principal about sending building-level Diversity Cadre representatives to these two meetings next year.

Next Agenda

1. Review of the minutes
2. Action Plan for the 2011-12 School Year
3. Preparing for the Board of Education Report in the Fall
4. Bias Survey Administration
5. Discuss the article “See Baby Discriminate”
6. Other

Next Meeting: October 25, 2011 at 4:00pm at Duzine
