

Minutes

Inclusivity Advisory Committee

January 26, 2022

6:00pm – 8:00pm

District Office- Meeting Room 1

Attendees: Shana Cutaia, Vincent French, Taj Smith (co-facilitators), Julie Barker, Jennifer Canning, Ameera Duarte, Liesa Ehrlich, Bridget Graff, Sarah Jacob, Melissa Julian, Nahoko Kawakyu-O'Connor, Leah Kedley, Mark McDaniel, Radhika Ramesh, Shawanna Sweet, Danielle Gary, Lori Leitgeb, Crystal Petit-Frere, Karina Pound, Brianna Walker, Melanie Ward

DASA and TIG update

Shana shared about a TIG (Trauma Illness and Grief) response that has been necessary at MHS after a student suffered critical injuries. We discussed the TIG protocol, including how the building and District teams work together. There are also community TIG Consortium members who support across Districts for larger events. Since our meeting, we have had to enact the TIG team again to support Park Road School to support after the illness of a staff member. We have not discussed TIG at IAC previously, so please let Shana know if you would like more information and we can present more formally.

30 minutes

A student incident, involving a student assault that impacted several students in protected categories, and resulted in the long-term suspension of two students, occurred prior to April Break. We reviewed the DASA process, which has been shared more formally with IAC in the past. However, for our new members, there is more information on the District website (including a video presentation) at <https://www.pittsfordschools.org/Page/571>

We also discussed the Code of Conduct and Restorative Practices. Please note that the June 14th Power Hour (6:30-7:30 PM at CRMS) will be focused on Restorative Practices. A Save the Date has gone out and more information will be shared in the coming week.

Gender Support Plan

The committee reviewed the work this year around supporting our LGBTQIA+ students. This included the Student Gender Identity Policy, Gender Neutral Restroom Policy, and internal process for name and gender changes. The Superintendent has asked that IAC give feedback around the creation of a Gender Support Plan process for students who are transitioning. The IAC felt that this was an important step to take to support our students.

60 minutes

Shana shared an example of a Gender Support Plan and a potential plan to bring together a larger group over the summer to start drafting a plan to pilot as early as this Fall. We would like to have two IAC members as a part of that group. Please let Vincent know if you are interested in being considered for this subcommittee. We will be looking at more documents related to a Gender Support Plan at our June meeting. This committee will report back to IAC with updates.

June Meeting and goal setting

10 minutes

The committee will engage in activities to gather feedback for the Gender Support Plan Committee to consider when beginning their work this summer. We will also begin to set goals for the 22-23 school year.

Committee members need to complete the evaluation survey by June 10th. Shana has sent the link via email.

Closure

5 minutes

Jennifer Canning shared information about the Pittsford CommUNITY event to celebrate Pride month:

*You are invited to join Pittsford CommUNITY on **Sunday, June 12th from 2 to 4 pm** for "**Pittsford PRIDE**," an all-ages youth and community focused event to recognize and celebrate LGBTQIA+ Pride month.*

We will gather at 2pm at 35 Lincoln Avenue (Spiegel Community Center) where there will be a short activity, then begin our walk to the Port of Pittsford Park (0.4 Mile walk). At 3pm there will be speakers, entertainment, and a celebration in the Port of Pittsford Park at the Gazebo, with Sounds by Roc the Party.

We hope to see you there! ALL are welcome!