

Agenda

April 26, 2023

Inclusivity Advisory Committee

3:30pm – 5:30pm

Attendees: Shana Cutaia (co-facilitator), Vincent French (co-facilitator), Taj Smith (co-facilitator), Julie Barker, Jennifer Canning, ~~Kevin Curran~~, Liesa Ehrlich, Danielle Gary, Bridget Graff, Sarah J. Jacob, Melissa Julian, Nahoko Kawakyu-O'Connor, Annalise Johnson-Smith, Crystal Petit-Frere, Radhika Ramesh, Eric Rathfelder, ~~Shawna Sweet~~, Karoline Trojian, Melanie Ward, ~~Werni Vimika~~

Presenter

Connection Activity

Taj Smith led IAC members through a forced choice activity designed to explore our beliefs, definitions of and feelings around safety.

Summer Professional Development

Julie Barker shared the plans for summer learning, which will be posted to the summer catalog this month. This includes the continuation of the PCSD Equity Series, work with Jeannie Gainsburg, PIRI (Partners in Restorative Initiatives), The Children's Institute, and others that focus on equity work in supports the District's Equity Action Plan. She also shared that the current professional development catalog is available on the PCSD teacher center website and is accessible to view by community members. In October Julie will bring forth data for IAC to consider in relation to how many teachers/staff have accessed the teacher center offerings.

Tom Wahl's Photo Project Update

Vincent French reported that the ROC2Change students collaborated with Tom Wahl's to select over 90 photos from yearbooks ranging from 1950s-1970s. The goal was to create a more inclusive and diverse environment by using selection criteria such as tokenism and intersectionality. These photos were reviewed by the Department of Communications, who then selected 40 photos for Superintendent approval. Once approved, the photos will be submitted to Tom Wahl's for consideration.

During the meeting, a concern was raised about a statement in the initial project communication presented on the website. The statement read, "also reflect the diversity that has been part of Pittsford's fiber since before the first Tom Wahl's opened in 1955 in Avon, NY." It was pointed out that this statement is not entirely accurate, as there was a lack of visual representation of the BIPOC community in Pittsford due to redlining and housing covenants. Therefore, the IAC suggests revisiting this statement and finding an alternative way to communicate and correct it in future communication around this project.

Equity Action Plan Goal Metrics

IAC members continued the work of looking PCSD Equity goals and identifying potential metrics to identify success. This meeting IAC members look at the following areas:

1. Recognizing Diversity
2. Teaching and Learning

3. Professional Learning

Groups looked at the tactics/goals in each of these bucket areas from the District Educational Equity and Excellence Policy to determine the types of data we should be looking for as we measure impact the of these tactics. Group feedback will be compiled and used to begin pulling of data and determining next steps for surveying students and the school community.

IAC Group Norms

- Keep students at the center
- Listen with intention of learning
- Be present- physically and mentally
- Speak your first draft
- Maintain a safe and confidential space
- agree upon items to share out
- Respect the process
- Keep work within the role and scope of the committee
- Expect to experience discomfort/non-closure
- Assume positive intent and be responsible for your impact
- Remain tough on ideas, soft on people