

Minutes

Inclusivity Advisory Committee

McCluski Meeting Room- 75 Barker Road (East)

February 8, 2023

6:00 PM-8:00 PM

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, ~~Shawanna Sweet~~, ~~Karoline Trojian~~, Melanie Ward, Worni Vimika

Introductions and Opening:

Dr. Smith led the committee through a 'thumb ball' exercise to share more about ourselves, in alignment with our goals to engage in social and emotional learning practices and increase committee effectiveness.

Inclusive Schools Week Video

The committee discussed ISW and plans to grow for next year, including the ability for the District to share out videos such as the one created by Danielle Gary. The video can be viewed at: <https://drive.google.com/file/d/1EKzdmNrXKQ2Ea7HYgx6uN0sESQnEmEGY/view>

Equity Goal update: Human Resources

The committee heard about progress toward equity goals in HR, including interview committee training for anti-bias, Take a Look at Teaching Program, and retention strategies for teachers in underserved groups.

IAC members gave feedback for the interview committee training. This included the addition of sentence starters for facilitators to give to interview committee members to help people feel more comfortable addressing potential bias. The IAC also discussed retention of employees. Members recommended surveying staff in an 'entry interview' format to see what is needed, in addition to highlighting affinity groups available for staff through the teachers union. The mentor program seemed to be a place to infuse some of these supports in a non-evaluative setting.

The feedback will be shared with Human Resources via Shana this month as a follow-up to our meeting.

Gender Support Conversation Guide

The committee reviewed feedback that was given at our Zoom meeting last week. Committee members shared additional feedback and asked questions. It was noted that we should be

including the links/information relative to state law within the document for full transparency. It was also shared that the District works collaboratively with families whenever possible to support students who may transition their name or gender at school.

Midyear Report review

The committee gave feedback regarding the Mid-year report. Acronyms need to be spelled and some punctuation is missing. We are planning to post this report, with the additional changes made, on our website, in addition to reporting it directly to the Board of Education.

Calendar Conversation

The committee discussed the limitations of the District calendar relative to having high holy days off for every religion that is practiced in our District. Members recommended having a regular reminder of the Superintendent's religious observance letter sent to staff prior to each holy event where schools are in session to bring it to the front of their minds when planning. Melanie and Shana will bring this to Central Office Team to add as a regular update from the Communication Office.

Optimistic Closure

Vincent French had members respond to a prompt for our closure.