

Inclusivity Advisory Committee Minutes

March 27, 2024

3:30 PM – 5:30 PM

Attendees: Orlando Benzan (co-facilitator), Shana Cutaia (co-facilitator), Taj Smith (co-facilitator), Jennifer Canning, ~~Kevin Curran~~, Kristen Dolan, Danielle Gary, ~~Bridget Graff~~, Sarah J. Jacob, Melissa Julian, ~~Stephanie Berg~~, Nahoko Kawakyu-O'Connor, Annalise Johnson-Smith, ~~Lina Maine~~, ~~Crystal Petit-Frere~~, Radhika Ramesh, Eric Rathfelder, Karoline Trojjan, Melanie Ward, ~~Shaunta Vallejo~~, ~~Worni Vimika~~

- Discussion on the rationale behind having to cancel the February meeting
- Looked at the Cultural and Religious Holiday Calendar for the 2024-2025 school year to examine the dates and approve red dates (those that cannot be scheduled over) for next school year.
- Discussion on Ramadan observance and how communication was shared
- Group talked about the work that had been done over the course of the school year and how we had reviewed all the DASA information available and created recommendations to be shared with the superintendent of schools
- Committee shared that they wished to make sure parents and students were both kept informed and that students were involved in the discussions
- Building administration shared out what has occurred at the secondary levels regarding the equity walks that were done in November.
- There was a discussion on universal design for learning and how that is embedded in the work that is being done at PCSD
- Group partook in an equity walk so that they could see what was done in November. The point of the walk was to be able to gain an understanding of what was done during the walk and how the data was collected.
- Conversation was had regarding next steps and the fact that there are two meetings left for the year and that the equity walk reports will be discussed at the next meeting.
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2023-24 Goals:

1. The Inclusivity Advisory Committee will make recommendations to the Superintendent regarding communication of District work toward Equity Goals
 - a. Metrics will be recommended for District use to determine progress
 - b. Data will be reviewed to make recommendations for additional areas of focus
2. The Inclusivity Advisory Committee will improve the effectiveness and efficiency of the committee by increasing and leveraging the expertise of members to respond to District needs
 - a. Team building opportunities will be scheduled and embedded to allow for increased comfortability, safety, and understanding of the unique expertise of each member.
 - b. Embedded learning opportunities will be scheduled into meetings to allow for deeper engagement in topics discussed.

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