

## Inclusivity Advisory Committee

6:00 PM – 8:00

**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~~, Nahoko Kawakyu-O'Connor, Annalise Johnson-Smith, ~~Lina Maine, Crystal Petit-Frere, Radhika Ramesh, Eric Rathfelder, Karoline Trojian, Melanie Ward, Shaunta Vallojo, Worni Vimika~~

15 minutes	Connection Activity	All
30 minutes	Recap of Previous Meeting	All
60 minutes	DASA Reporting <ul style="list-style-type: none"><li>Investigative tool</li><li>Automatic Response</li><li>Checklist for feedback</li><li>Additional Ideas/Feedback</li></ul>	Shana Cutaia/Orlando Benzan
15 minutes	Closure <ul style="list-style-type: none"><li>Updates</li><li>Upcoming Events</li></ul>	All

### ***Bulleted Minutes of what was discussed with those present:***

- Discussed the steps needed regarding reporting and DASA filing
- DASA incident protocol was discussed to give a glimpse of the work that was done and took feedback from members present
- Discussion was had regarding ability for people to be anonymous
- Discussion was had regarding the use of Microsoft forms to gather data/reports of DASA violations
- Streamlining of the process might create greater issue so combining documents may not be in the best interests of the work
- Need to report incidents but understanding that anonymous reporting may limit investigations and staff are required to report incidents
- Safety of the victim and plans in place to ensure that there is an immediate plan in place to ensure safety between students to prevent/avoid further harm
- Best ways to address the needs of the buildings, is it security, is it compilation of events, is it programming to address the concerns
- Pull data from events, make alignment with events and locations, find resources to help address the events
- Opportunities for students to be engaged/practice activities that help with DASA events
- Need to address the harms that occur
- How are events that can't be attributed to a person handled.
- How are online events handled and getting students involved in helping to craft/prevent events
- Add protocol for DASA reporting to District calendar
- Students targeted by staff and what is the outcome of the event
- Practice of having restorative circles to help with harm between students and staff and student
- Graduate survey SEL questions

### **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