

Minutes

November 29, 2023

Inclusivity Advisory Committee

3:30-5:30 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~~, Nahoko Kawakyu-O'Connor, Annalise Johnson-Smith, ~~Lina Maine~~, Crystal Petit-Frere, Radhika Ramesh, ~~Eric Rathfelder~~, ~~Karoline Trojjan~~, ~~Melanie Ward~~, Shaunta Vallojo, Worni Vimika

Norms

Connection Activity

Review/Recap of Oct Meeting

November Meeting

- **Progression Partners**

Orlando shared that Natalie Mcgee from Progression Partners was in attendance for the IAC meeting and that she and Orlando had done an equity walk of the four secondary buildings. As part of the equity walks, Natalie, Orlando, and designees from each of the respective buildings audited the public and classroom spaces in order to gain insight regarding the degree to which each secondary building fosters a welcoming and affirming environment. Orlando shared that as part of the audit Natalie and Orlando also meet with a student, parent/guardian, and faculty/staff focus group to hear from them regarding the Pittsford Central School District and the work towards creating that welcoming and affirming environment. The groups were asked the following set of questions:

Student Focus Group:

1. Tell me about your school. How would you describe it?
 - a. What do you and your friends like best about this school?
 - b. What do you and your friends dislike about this school?
2. Do teachers connect what you are learning in school to your life outside of school?
3. Do teachers encourage students to learn about their own and other students' cultural, socio-economic, and racial ethnic backgrounds?
4. Is there anything else that you would like to share about your school?

Parent Focus Group:

1. Tell me about this school. How would you describe it to someone unfamiliar with the school?
 - a. What do you like best about this school?
 - b. What do you dislike about this school?
2. To what extent does the school involve parents in decisions around diversity and equality education?
3. To what extent is the school successful in ensuring that culture, language, disability, gender, race, religion, and sexual orientation of each individual is valued?
4. Is there anything else that you would like to share about your school?

Faculty/Staff Group:

1. Tell me about your school. How would you describe the school to someone outside of the school setting?
 - a. Describe the students at this school.
 - b. What expectations do most teachers have of their students?
2. Describe ways this school has used culturally appropriate practices that:
 - a. Reflect the diversity of the students.
 - b. Ensure that families are welcome and can contribute to the classroom, school, and community effectiveness.
3. How well does the school understand the culture of the students?
 - a. How has the school adapted the learning environment to better serve a diverse population?
4. Is there anything else you would like to share about your school or the students you serve?

The members of the committee spend the entire duration of the meeting sharing with Natalie their answers to the either the student, parent/guardian, or faculty/staff questions based on their role within the committee.

Homework:

1. **No homework was given.**

IAC Group Norms:

- Keep students at the center
- Listen with intention of learning
- Be present- physically and mentally
- Speak your first draft while being mindful of your impact
- 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
- Remain tough on ideas, soft on people