

Minutes

October 25, 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'Conner~~, Annalise Johnson-Smith, ~~Lina Maine~~, ~~Crystal Petit-Frere~~, Radhika Ramesh, Eric Rathfelder, Karoline Trojian, Melanie Ward, Shaunta Vallejo, Worni Vimika

Norms

The group reviewed our meeting norms, which are listed below

Connection Activity

The council reviewed a video about attention; it can be viewed on Youtube

Review/Recap of Sept Meeting

The council reviewed the homework (what do you want to accomplish this year? Other feedback regarding suspension data); Reviewed the *I think... I Notice... I wonder* feedback from the post-it activity

SSEC Data Review

Orlando shared a protocol titled *Viewing Data Through and Equity Lens*;

Group share out:

- Disparity between suspensions and DASA suspensions- what are the other suspensions?
- What is focus group data telling us compared to this?
- **Who are the offenders?**
 - How do we target our interventions to meet the need?
 - Can we look at this data?
- Who else needs to look at this data? Do principals/decision makers get the opportunity to look at the data like this to question practices/policies
- What is the impact of suspension? What happens after? Is it working?
- Top Questions/Steps?
- More Data?
- Importance of getting to know your student population- what are they bringing in?
 - What supports do students need
 - How can we inventory our supports? Who is accessing? Who is not? Are our staff aware?
- **Practices, policies and procedures related to DASA**
 - Making parents and students aware of DASA process
 - How to make this easy to understand

- What is expectation for follow-up?
- Clarity around what the form means vs investigation
- How many reported incidents are/were there?
 - Is it helpful to learn more about the process?
- **What else do we need?**
 - DASA clarified
 - Reports vs incident investigation vs forms
 - Idea to have an automatic response about next steps in the process

Homework:

1. **Based on the discussion/data, what are your top questions? What are some steps you think we should consider?**
2. **What information do you feel you still need?**

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