

Minutes

September 27, 2023

Inclusivity Advisory Committee

6:00-8:00 pm

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

Connection Activity

Committee members introduced themselves and shared "what brings you back" to this work

Norms

The committee reviewed group norms and made edits; updated norms will be reflected on each agenda (see below)

Charter Review

Charter was reviewed and suggestions for edits were made and will be brought to the District Planning Team (DPT) for review and approval:

- Addition of student members
- Addition of Coordinator for Equity and Inclusivity
- Specific PTSA representation for 'parent of a student with a disability'
- Co-facilitator "COT member *and/or designee*"

Committee Code of Conduct

Members read and signed the Committee Code of Conduct, as required by DPT.

Data Review

Orlando led the committee through an inquiry process (I think, I notice, I wonder) to review suspension data from 18-19, 21-22, 22-23; members worked in varied groups to reflect on what the data showed and left feedback for next steps and additional questions. This will be ongoing work, resulting in recommendations for the District to consider

Homework:

1. Please send any additional feedback to Orlando, including what you would want to know now that you have looked through the data;
2. What is something you wish to accomplish this year in your work on the committee (personally and professionally)?

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 while considering 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