

# CAC DEI COMMITTEE MINUTES

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September 6, 2023

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## In Attendance

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Jonathan Casey, Vanessa Cilento, Christina Garber, Betsy Gayner, Deborah Lawrence, Adrian Murray, Autumn Reely, Jessica Henderson Regan, Teresa Smith

By Zoom: Lolly Bentch, CM, Melanie Gurgiolo

Absent: David Pettegrew, Emily Rudy, Dan Serfass

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## Welcome

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Adrian Murray called the meeting to order at 6:03 pm and welcomed everyone. Adrian stated that Spanish Heritage month begins 9/15 and ends 10/15 and Roshanna begins 9/15 and ends 9/17.

Adrian discussed the recent cross country meet. He felt the culture of the meet was very inclusive. Members who had finished their race heading back to cheer on members still running. He felt there was lots of support for all runners. He thanked the district and school board for voting to include the MS team with the Varsity team. Teresa discussed her granddaughters experience with field hockey. There is a large group of MS and HS students turning out to help the younger players which is greatly improving the younger player's experience and could impact the girls staying with the sport.

Debbie read the FERPA statement.

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## Approval of Agenda

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Adrian asked if there were any amendments to the agenda. Hearing no changes, the agenda was approved.

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## Approval of August Meeting Minutes

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Adrian asked if there were any changes to the meeting minutes. Hearing none, the August meeting minutes were approved.

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## CAC for DEI Transition to the Next Term

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Adrian began the discussion by reading the changes to the by-laws that he is proposing.

**Article 2: Section 4:** The CHSD Board will review the progress of the CAC for DEI every two years in October.

**Article 2: Section 5:** CAC for DEI members will serve 2-year terms. Applications will be solicited every year to fill a fresh 2-year term for half of the members of the Committee. Only those members that will be completing their full 2-year term at the end of the year or are completing a 2-year term for a vacancy left by another member will be considered for rotation. Sitting members of the Committee are permitted to apply for a consecutive 2-year term.

**Article 2; Section 5: a: Inaugural Committee** All members of the inaugural Committee will complete their full 2-year term before rotation of members are considered. To ensure continuity of the Committee's work, half of the 12 members of the inaugural committee will remain for an additional year term. If more than 6 members wish to stay on, members will select a method of selecting which 6

members will be retained. Applications will be solicited to fill a fresh 2-year term for the other half of members of the Committee.

**Article 3: Section 2:** The officers shall be elected for a one-year term, beginning in January.

**Article 3: Section 3: c: Secretary** The secretary shall have custody of the Bylaws and all other documents and records of the committee. The secretary shall keep an accurate written record of all the meetings and provide meeting minutes to the members of the Committee for review and approval. The secretary will provide copies of the agenda, previous months' meeting minutes, and any handouts for discussion at the meeting.

Adrian made a motion to accept the changes to the Charter. All were in favor and the motion passed.

We will have 3 open seats (Jessica, Lolly and Tanisha) and will need to open up 3 more. The remaining members of the committee all wish to continue on the committee. Discussion about how to select who leaves the committee. Option A was a ballot option where members would write their choices and those with the most votes would stay on. Option B was names in a hat where members names are drawn.

After discussion, Adrian made a motion to use Option B. All were in favor and the motion passed.

If members are selected to stay on the committee, it will be for a 1-year term. Those members not selected to stay on, can reapply to stay on the committee and if selected, it will be for a 2-year term.

Jonathan stated that the committee officers (Adrian, Debbie and Betsy) should be allowed to stay to fill 3 seats given their experience as officers. He felt it was important as the committee transitions. All were in agreement. Adrian, Debbie and Betsy all agreed to staying for an additional year.

The school board will decide at the October board meeting whether our committee continues on. If we go forward, at our November meeting, we will determine what 3 remaining members of the committee stay on for an additional year. The district will send out a blackboard alert asking for interested people to apply for our committee. We will review applications in December and select 6 new members.

Adrian will send an overview of our by-law changes and the process we have agreed upon to fill our vacant positions to the CEC committee to review at their September meeting.

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## Support for New Families to the District

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Adrian reported that we currently have 13 ambassador family volunteers. The district has been handing out the packets of information to new families. They will send out an email soon asking families if they want to participate. Autumn asked that a flyer be developed for families about the program that could be translated into different languages.

Betsy will start a SLACK thread with the subcommittee including Adrian, Christina, Debbie and Johnathan. The subcommittee will meet to discuss an overview of ambassador family responsibilities, connection of families and monitoring of the program.

Discussion about whether ambassador families need clearances. The committee felt we should ask all that want to participate in the program to have clearances.

## Tabletop Gaming to Support Neurodiverse Students

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Adrian reported that there are 10 people interested in being trained and he has reconfirmed with 7. The Bodhana group offers training on Mondays, Tuesdays and Wednesdays. Autumn has placed the district room on hold for October 23, 24 and 25. Adrian will follow up with the volunteers and Bodhana group. Other options as to where to hold the trainings were the Library and Borough Hall.

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## Students Use of Electronic Devices and Social Media

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Dr. Dahlsgaard's presentations were well received and attended by the staff in the district and by the public during the evening presentation.

Christina read her proposal "Device Protection Workshop for Parents". Members felt this would be a highly effective and low-cost initiative and a good follow up to Dr. Dahlsgaard's presentation. Jessica made a motion to send this proposal to the CEC for their approval. All were in favor and the motion passed.

Christina read her proposal "A Committee to Review School District Policies Concerning Social Media, Mobile Devices, and Digital Access. Discussion regarding that extra-curricular activities all use apps on mobile devices to communicate with each other. Students that don't have access to a phone are missing out on information. School activities and information should be obtainable by all students.

Discussion about looking at the school districts policies to see if there are recommendations we could make. Autumn stated that the district policies are from the PSBA (Pennsylvania School Board Association) Currently, the district is undergoing a large review of the policies, with the legally mandated ones first. This will be a long process. The policies are reviewed by administration, sent to the policy committee, back to administration if needed, back to policy committee and eventually to school board for approval.

Autumn stated she felt our concerns were more a procedural issue versus policy issue. Policy does not dictate communication. She recommended we send the proposal to the CEC to discuss what other options of communication exist for students without devices to communicate.

The proposal will be submitted to the CEC.

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## Comments, Announcements, and Any Other Business

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Teresa inquired about the LF outreach meeting. Jonathan will check with the Lion Foundation and post on SLACK when their next meeting will be held. She also mentioned we should start thinking about activities for MLK day soon.

Debbie suggested we have a presence at next year's National Night Out. She stated it is an extremely well attended community event.

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## Adjournment

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To contact the CAC for DEI please email us at [CAC4DEI@camphillsd.k12.pa.us](mailto:CAC4DEI@camphillsd.k12.pa.us)

Adrian adjourned the meeting at 7:45 pm

Our next meeting is October 4<sup>th</sup> at 6:00 pm

