

Agenda

May 29, 2024

Inclusivity Advisory Committee

6:00 PM – 8:00 PM

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

IAC minutes

1. Connection activity
2. Groups discussed the 2023-24 Equity Walk Report

Prompts:

What do you think you would see?

What did you see as areas of success?

What did you see as areas in need of growth?

What are common themes that may still need to be addressed from 2019 to 2024?

- Although not as specific as we had hoped for, the process allowed us to have many conversations
- Positive remarks consistent regarding environment- welcoming and affirming
- Wanting more detail from specific areas; resources
- Talked about physical aspects; wish there was more about in-depth improvements
- SSAC meeting in April, had focus group information to review; doesn't seem to be included in this report (ie- wanting more time with teachers to connect, etc); some seemed to contradict the summary
- Physical safety vs. Emotional safety
- A student shared that their teachers make the students feel safe and welcomed, not the environment
- Some parents felt the focus group comments were not well-reflected in the summary/report
- Some frustration with the quality or depth of information received
 - o Values comes in how the data was utilized (building level conversations)
 - o Process to be replicated with our own expectations; specific focus areas
- Need identification of and consistent implementation of best practices
- Need a survey tool for checking in with students

The committee discussed goals for the 24-25 school year:

IAC goals 24-25

1. The Inclusivity Advisory Committee will **review and provide feedback toward the District Equity Action Plan**
 - a. Continued work toward Equity Audits/Walks at all levels (internal structures, process, tools)
 - b. Will receive updates on completed work
 - i. Committee will be updated and give feedback on SEL Committee and survey tools/data review
 - ii. Progress monitoring/success metrics
2. The Inclusivity Advisory Committee will **make recommendations to the Superintendent regarding communication of District work toward Equity Goals**
 - a. The committee will engage in a review of current communication strategies and analyze any potential gaps
 - b. Committee will provide feedback on communication templates for use in Equity-focused communications
 - c. Committee will provide feedback on additional ways to share progress toward equity goals and current positive happenings/growth/learning