

Agenda

November 20, 2024

Inclusivity Advisory Committee

3:30pm – 5:30pm

Attendees: Orlando Benzan (co-facilitator), Shana Cutaia (co-facilitator), Taj Smith (co-facilitator), Jennifer Canning, Kevin Curran, Kristen Dolan, ~~Danielle Gary~~, Sarah J. Jacob, ~~Linda Dickey~~, ~~Stephanie Berg~~, ~~Nahoko Kawakyu O'Conner~~, Annalise Johnson-Smith, Elizabeth Saint-Joy, Radhika Ramesh, Eric Rathfelder, Karoline Trojian, Heather Clayton, ~~Shaunta Valloje~~, ~~Worni Vimika~~

15 mins	Connection Activity	All
5 mins	Committee Code of Conduct	Orlando
30 Mins	Support(s) for School Community	Shana/Orlando
	<ul style="list-style-type: none">• Review of discussion was had regarding the events that took place in Oct and November that were covered in discussion during superintendent conference day that helped guide people in how to have conversations with students on controversial topics• There was a recap of the preparation that took place to have resources for faculty and staff in the lead up and post-election cycle• Resources were shared regarding what was communicated internally and externally regarding the election cycle and served as a potential model for other forms of communication• Information was shared that there did not appear to be any form of rise in events as a result of the election cycle	
60 mins	Communication	Orlando/Shana
	<ul style="list-style-type: none">• The committee worked on the following activity to determine what work needs to be done to make recommendations to enhance District communication<ul style="list-style-type: none">○ <i>What:</i><ul style="list-style-type: none">▪ What should be communicated?▪ What are the key messages?▪ What is the goal of communication?○ <i>Where/When:</i><ul style="list-style-type: none">▪ What platform(s) should be used to communicate the message?<ul style="list-style-type: none">• What do we have in place?• What needs to be added?▪ When should we be communicating?○ <i>Who/How:</i><ul style="list-style-type: none">▪ Who do we communicate the information to?▪ Who are all the stakeholders that need information?▪ Who should we partner with?▪ How should communication be tailored?○ <i>Measure:</i><ul style="list-style-type: none">▪ How do we gather information on effectiveness of communication?	
10 Mins	Closure	All
	<p style="text-align: center;"><u>2024-2025 Goals:</u></p> <ol style="list-style-type: none">1. The Inclusivity Advisory Committee will review and provide feedback toward the District Equity Action Plan<ol style="list-style-type: none">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

IAC Group Norms:

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