

Agenda

Inclusivity Advisory Committee

September 17, 2025

3:30pm – 5:30pm

Attendees:

Orlando Benzan (co-facilitator), Shana Cutaia (co-facilitator), ~~Taj Smith~~ (co-facilitator), Elizabeth Devaney, Emma Miller, Jennifer Canning, Nahoko Kawakyu-O'Connor, Eric Rathfelder, ~~Kevin Curran~~, Megan DeFries, ~~Elizabeth Saint-Joy~~, Dorothy Bauch-Barker, Nicole Barry, Radhika Ramesh, Dottie Augustine, Lindsay Ali, Jason Simoni, Linda Dickey, Karoline Trojian

10 Mins	IAC 2025-2026 <ul style="list-style-type: none">Member Introductions
20 Mins	Connection Activity <ul style="list-style-type: none">What was one summer highlight?
5 Mins	Committee Code of Conduct <ul style="list-style-type: none">Reviewed and collected the Committee Code of Conduct for the 2025-2026 School Year
10 Mins	Committee Charter Review <ul style="list-style-type: none">Discussed the breakdown of the committee and how best to meet the needs of the different groups within our school community
30 Mins	2024-2025 Committee Evaluation <ul style="list-style-type: none">Reviewed the 2024-2025 evaluation and discussed the findings
15 Mins	Review/Create 2025-2026 Committee Goal <ul style="list-style-type: none">Discussion on goals for the committee based on committee input
20 Mins	Equity Plan Review <ul style="list-style-type: none">Conversation on previous action steps and updating the plan with current information

2025-2026 Goals:

1. The Inclusivity Advisory Committee will review and provide feedback toward the District Equity Action Plan
 - a. Review Equity Plan
 - i. Work on Equity Audits at all levels
 1. internal structures, process, tools
 - b. Review Equity Plan
 - i. Review information in the plan
 1. updated and give feedback
 2. set potential goals
 - a. progress monitoring/success metrics

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