

Minutes

Inclusivity Advisory Committee

October 8, 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, ~~Heather Clayton~~

5 Mins	IAC 2025-2026	Orlando
	<ul style="list-style-type: none">Committee Code of Conduct<ul style="list-style-type: none">ES-J	
15 Mins	Connection Activity	
	<ul style="list-style-type: none">"I am" activity to share five things that make you unique	ALL
60 Mins	Equity Walk BRMS	ALL
	<ul style="list-style-type: none">Has a brief discussion on what an equity walk would look like and the goal(s) of an equity walk.Walked BRMS and practiced an equity audit of the common areas of the building including the hallway, lunchroom, main entrance, and library area.Went into classrooms in the building to practice an audit of the classroom spaces	
30 Mins	Equity Walk Debrief	ALL
	<ul style="list-style-type: none">Walk took longer to complete than anticipated, the debrief was tabled until the November meeting.	
10 Mins	Homework	ALL
	<ul style="list-style-type: none">What do we want from our walks?	

2025-2026 Goals:

- The Inclusivity Advisory Committee will review and provide feedback toward the District Equity Action Plan
 - Equity Audit
 - Review Equity Audits at secondary levels
 - Draft recommendation for audit work at elementary level
 - ❖ internal structures, process, tools
 - Equity Plan
 - Review information in the updated plan and give feedback
 - Make recommendations on potential goals
 - ❖ progress monitoring and completion

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