

Minutes

Inclusivity Advisory Committee

November 12, 2025

3:30pm – 5:30pm

Attendees: Orlando Benzan (co-facilitator), Lindsay Ali (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, Maurin Jeffries, Jason Simoni, Linda Dickey, Karoline Trojian, Heather Clayton

5 Mins	<b>IAC 2025-2026</b>	<b>Orlando</b>
	<ul style="list-style-type: none"><li>Committee Code of Conduct<ul style="list-style-type: none"><li>ES-J</li></ul></li></ul>	
15 Mins	<b>Connection Activity</b>	
	<ul style="list-style-type: none"><li>Skipped in the interest of time</li></ul>	ALL
60 Mins	<b>Equity Walk PRE</b>	<b>ALL</b>
	<ul style="list-style-type: none"><li>Has a brief discussion on what an equity walk would look like and the goal(s) of an equity walk.</li><li>Walked PRE and practiced an equity audit of the common areas of the building including the hallway, lunchroom, main entrance, and library area.</li><li>Went into classrooms in the building to practice an audit of the classroom spaces</li></ul>	
	➤ Committee walked the building at PRE and visited two classrooms in each of the grade levels to gauge the work being done in creating a welcoming environment for all students <ul style="list-style-type: none"><li>The walk focus included the common areas such as the hallways and the library</li></ul>	
	➤ The walk took about 45 minutes, and we were able to point out areas where the committee saw welcoming and affirming practices embedded in what was being done	
	➤ Committee discussed areas that we could focus on as we work towards creating a rubric that could be used k-12	