

Minutes

April 15, 2026

Inclusivity Advisory Committee

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, Lindsay Ali, Jason Simoni, Karoline Trojjan, Heather Clayton

15 Mins	Connection Activity	ALL
45 Mins	Review Equity Plan	ALL
45 Mins	Equity Plan & Walk Integration	ALL
15 Mins	Homework	ALL

- What do we want from our walks?
- Committee took time to review previous initiatives that have taken place and discussed what next steps could look like.
- There was a general discussion regarding many of the other initiatives that have taken place and how to add those action steps to the plan that is in place without making the task too burdensome.
- Committee was broken into three groups, each charged with looking at the needs of students and staff and illustrating those needs.
- Once a group was done, they discussed their findings and documented their points. The groups then rotated and every group took turns seeing that others had written and building on what was shared.
- General discussion was had regarding key take aways from the activity and how those could be linked to an equity walk.

2025-2026 Goals:

1. The Inclusivity Advisory Committee will review and provide feedback toward the District Equity Action Plan
 - a. Equity Audit
 1. Review Equity Audits at secondary levels
 2. Draft recommendation for audit work at elementary level
 - ❖ internal structures, process, tools
 - b. Equity Plan
 1. Review information in the updated plan and give feedback
 2. 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