

# Minutes

May 13, 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 Trojian, Heather Clayton, Maurin Jeffries

15 Mins	<b>Connection Activity</b>	<b>ALL</b>
30 Mins	<b>Review of Title Funding</b> <ul style="list-style-type: none"><li>Discussion was had by the group to review the process for use of our Title Funding and how to work with IAC and the community to share out the details of funding and gather input from all stakeholders</li></ul>	<b>ALL</b>
45 Mins	<b>Equity Walk benchmarks</b> <ul style="list-style-type: none"><li>IAC reviewed the draft equity walk template and discussion was had regarding each section of the walk template and the effectiveness of and need to evaluate the areas in question</li><li>Discussion was also had regarding how the information would be shared out and if buildings would be granted access to the information to help plan</li></ul>	<b>ALL</b>
15 Mins	<b>Homework</b> <ul style="list-style-type: none"><li>What do we want from our walks?</li></ul>	<b>ALL</b>

### 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