Racial Equity Initiative Advisory Committee
Report Out to the Board: December 12, 2018

The Racial Equity Initiative Advisory Committee has been focused on incident reporting for the last two months. Based on research, and parent/student feedback, we would like to recommend the following:

Incident Reporting

We recommend that the district consider implementing an anonymous incident reporting mechanism. We are aware of several incidents in the schools that are not being reported to the Administration. An anonymous reporting mechanism would provide students with the ability to report incidents without the fear of repercussion and provide the district with the information needed to assess the health and wellbeing of the district.

Based on our research of the surrounding district schools, we've found that Monroe-Woodbury Central School District has the most informed implementation of anonymous reporting. Here is the link to their implementation, along with links to implementation at other school districts:

- Anonymous Alerts anti-bullying app & web-based reporting system, at Monroe-Woodbury Schools:
  https://www.mw.k12.ny.us/district-services/school-safety/anonymous-alerts-anti-bullying-app/
- See Something / Say Something, at Spackenkill High School:
  https://asp.schoolmessenger.com/spackenkill/quicktip/
- Anonymous Alerts, at Saugerties Schools: https://www.anonymousalerts.com/saugertiescsd/
  and it can be accessed from the school website located here: https://www.saugerties.k12.ny.us.
- See Something / Say Something, at Wappingers Schools:
  https://www.wappingersschools.org/Page/27334

We recommend that the current (DASA) complaint print form is re-designed to be more user-friendly, and to allow for more places for parents/kids to explain an incident. Please see our minutes (chart at the end) for samples of more user-friendly forms. We also recommend that a link to the current form appear under the "For Parents" and "For Students" tabs on the NPCSD website. Right now, It's very hard to find.

While reviewing the districts incidents report data submitted to the New York State Education Department, it appears that no data was submitted for New Paltz High School for 2016. Follow this link to see the data: http://www.p12.nysed.gov/irs/school_safety/school_safety_data_reporting.html. Was this due to a glitch in the data submission to the State or did we truly have no incidents at the High School in 2016?

Outstanding Items

REIAC requests still needing action from the district:

- REIAC has requested a full report of the Graffiti incident at Lenape Elementary School during the Spring of the 2017-2018. In order to provide recommendations, we need visibility into current processes. We would like to know how the incident was handled. From the time of the initial report, through communication to staff and families, to any consequences that were implemented. A confidential, redacted report to REIAC would give us the visibility needed to understand current protocols.
- The Board has allocated funds for twenty people to attend the workshop Undoing Racism. Four members of REIAC have attended the workshop and were thankful for the opportunity. We

request that the remaining 16 slots be recommended to all teachers and staff. This is an intense workshop and requires that participants be interested and open to the experience. We are not recommending requiring this workshop.

- We are aware that there was a "Summer 2018 Bias Awareness Curriculum Project", conducted by teachers in each school. We would like a chance to meet with this group to hear their findings and provide feedback from a parent/student perspective. How do we get in touch with them?
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