

## **Racial Equity Initiative Advisory Committee BOE Report Out**

### **Undoing Racism Workshop**

To start, on behalf of the REIAC, we would like to thank the Board for sending us to the Undoing Racism workshop. During the last REIAC meeting, members who went to the undoing racism workshop (myself included) shared their experience. The workshop was very inspiring and educational. Members learned about many different things that were eye-opening. During the workshop, participants learned about thinking and questioning how people perceive the world around us. There were discussions on the government, institutions, and how they contribute to society. We also learned a lot about the history of racism and the history of oppression in our country. After we understood these important concepts, the workshop shifted to community organizing and inspiring members to bring what we learned to our communities.

### **Pending Issues**

Something that our committee has begun doing is at the end of each minutes and agenda there is a chart organizing and keeping track of recommendations to the BOE. This chart includes new recommendations to the board pending recommendations to the board and completed recommendations. The new recommendations are recommendations that are going to be asked to the board the pending ones are recommendations that I've already been as The new recommendations or recommendations that are going to be asked to the board the pending ones are recommendations that of already been shared with the board but have not yet been responded to and they complete recommendations are

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recommendations and different goals that the committee has already completed. This is for the sake of organization and to keep track of what the committee is working on and has been doing. Once again, we would like to thank you all. It was an amazing experience.

### **Incidents and Incident Reporting:**

One of the most important things that REIAC has most recently discussed is incidents that have more recently occurred the district; particularly in high school. There have been three major incidents that happened within the last two weeks and this was the focus of our last meeting. The focus of this discussion in particular was how the situations were reported and dealt with by the administration. Incident reporting is a large part of our task as a committee and very important to our work. Because of the importance of incident reporting, we would like to ask again for the complete paper trail of an incident that has previously been reported, such as the graffiti incident from last school year or any other incident.

### **High School Environment and Mediation:**

Continuing on a similar topic, I would like to share recent discussions the REIAC has had on the environment at the high school. Recently at the High School there has been a tense environment regarding race, as well as other political topics that are race related. This is something that the committee strongly believes is important to acknowledge because the students are having these discussions with each other instead of in school which leads to confrontation and conflict amongst the student body. It is very important to allow these

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conversations to be had because they are essential to student learning, understanding the world and learning to interact with each other. As a district, it is essential that we find a way to create an environment for these conversations that is safe and where students have the tools they need to work through these issues in productive ways.

### **Reopening REIAC Membership**

Another topic the REIAC discussed at our last meeting is reopening application to the committee. This means that the application process would be open to teachers and administrators as well as a spot for a BOE member. There are two spots for teachers and two for administrators and one spot for a BOE member. We cannot stress enough the importance of having admin and BOE members on our committee. We understand that with school and recent admin changes this can be rough, but it is worth it.

### **Inviting New Administrators in the District to visit the REIAC Committee**

REIAC would also like to invite the new administrators in the district to come and meet our committee to help you better understand what we are doing and to be able to connect with new administration.

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