

New Paltz Central School District

Racial Equity Initiative Advisory Committee

Tuesday, October 2, 6pm- 7:30pm, District Offices Lenape Elementary

Minutes:

Meeting commenced around 6:05 pm

Present: Kristen Masson-Diedhiou, Paris White, Tricia Bowen, Alana Florencio-Wain, Richard Heyl de Ortiz, Pilar Duvivier, Miranda Cangietter, Shopia Skiles, Cathy Sanchez Duvivier

Minute Taker and Chair

Richard chaired the meeting. Alana volunteered to take minutes and be chair for November meeting.

Choosing a Standing Chair

Not enough people to vote on a standing chair.

Approval of October Meeting Minutes

September meeting minutes approved with changes.

Confirming Date of Next Meeting

Original date was election day and potential dates were decided on; the 30th of October or the 8th where potential dates depending on what Dusti said and if Lenape conference room was available. (later, through email the 8th was confirmed for the meeting)

A Discussion on the Report Out to the BOE

For the report out we discussed the AP hiring email that was sent out as positive thing to report out to the BOE. We then there was discussion how to get feedback after reporting out to the BOE. And how to keep track of request had been answered and ones that had been brought up but not yet answered. The committee decided that at the end of each minutes would be a list of pending questions to the BOE that had been presented but not yet gotten a response/ full response.

Hiring Process and High School AP Interview Process

That was the idea of requesting for two REIAC members to observe the interview process, in order to better understand the hiring process. The observers would follow a very clear

confidentiality agreement and sign confidentiality papers. There is also a discussion on confidentiality agreement and questions about if papers were signed or if it was only spoken.

REIAC Confidentiality

We talked about how to handle REIAC confidentiality issues. We do have the ability to have executive sessions where we ask "Audience" to leave to discuss any private matters. Do we need confidentiality waivers?

Incident reporting

It was brought up the sisters of Sojourner Truth worked with Maria race and made recommendations about the incident reporting and DASA.

Code of Conduct

Brief discussion of Code of Conduct review subcommittee that already exists as part of the Health Advisory Committee (another BOE committee). They spent most of their time last year reviewing the dress code. We need to look at the code of conduct with an equity lens.

Climate Survey

Pilar gave a summary of the HS Climate Survey. The feeling from her talk with other kids that it didn't cover enough about student/teacher relationships and no questions about gender issues, not enough about mental health issues. Lots of repetition in the questions. REIAC wanted to request a copy.

Action Plan

Regarding the Action Plan, Tricia added a glossary of terms, so we are all working from the same definitions. Some are in the Code of Conduct.

Meeting adjourned around 7:35pm

<i>New Recommendations</i>
Hiring Protocols
• REIAC created sample framework of information needed to understand the current hiring process. We request that the District fill in the framework with the current hiring process, identify gaps, and propose measures to fill gaps.
Liaison with individual school building Curriculum Teams

• Regarding Bias Awareness Curriculum Project - 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?

Code of Conduct

• Student committee members feel that students don’t read the code. Awareness and review of the code is an issue. Suggestion was made to read the code out loud to all students to assure understanding.

Climate Survey

• Can the REIAC review the Climate Survey that was administered at the High School?

Pending Recommendations

Add to Action Plan

• On reviewing the District’s Action Plan for Racial Equity, it appears that hiring a diverse school staff is not an action item for creating a more culturally proficient district. Add “hiring for racial equity” to the Action Plan.

Document Action Plan Milestones

• In an attempt to align the work of the committee with the work of the district, it would be helpful to see milestones for the Action Plan. Racial Equity Community Forums (Possibility for extracting milestones from the questions provided by parents).

• Action Plan notes all students to be included in surveys; the currently proposed Climate Survey covers only MS and HS.

Hiring Protocols

• Considering that the hiring, retaining, and supporting of people of color is one of our immediate priorities, how can the REIAC committee be a part of the hiring process now?

• Review the structure of the interview process to include an integrated gathering of parents and professional staff to reinforce shared values to candidate and to each other.

Completed Recommendations

Hiring Protocols

• REIAC provided a list of recruitment resources beyond OLAS to the district that the district will use to do outreach.

Interview Process

• Parent volunteers should be requested via a school wide communication method, because not all parents are able to participate in the PTA, AA, or REIAC. Email to entire school should request parents from marginalized groups.

• REIAC request that standardized interview process be used for Principal as well as Assistant Principal position. APs are responsible for discipline in the schools and AP is usually the DASA coordinator, both items are crucial to students of color.