

REIAC Meeting Minutes 11/12/2019

Start: 6:40 PM - End: 8:25 PM

Committee Members Present

Sophia Skiles, Diana Armstead, Tricia Bowen, Ricki Butler, Kristen Masson-Diedhiou, Jesse Avila Nativi, Levi Wyns, Jennifer Berry, Allison Lauchaire, Lilly Andino-Skinner, Melissa Rock

BOE Members attending: Teresa Thompson, Michael O'Donnell (VP)

***Note, Lilly and Allison need to be added to our REIAC email group. Sophia to notify IT.

Establish minute-taker and Chair for next meeting

Melissa Rock & Kristen Masson-Diedhiou – Chair, Tricia Bowen & Jesse Avila Nativi – Minute takers

Confirm date and time of next meeting

BOE Meeting - Wednesday, November 20th @ 6:30 pm @ DO

REIAC Meeting - Tuesday, December 10th @ 6:30 pm @ DO

Report back from BOE

Sophia says the BOE will work on getting a curriculum audit done as requested by REIAC.

No Place for Hate/Community Building Groups

- What is No Place for Hate and how does it address bias incidents at the Middle School? What's the difference between No Place for Hate vs the Community Building Group? Jen B and Allison L will reach out to Principal Sheldon to get more information and share back to the committee.
- Jen B's two kids in the MS have each had very different responses to the Community Building Groups.
- What can this committee recommend to making it better?
 - Co-facilitate – experienced teacher paired with inexperienced teacher
 - How do you identify teachers who are proficient at group facilitation and discussing incidents at the MS?
 - To calibrate success and failures
 - Identify 5 main activities to discuss/flesh out
 - Make sure everyone is sticking to the common goal
- Incident at the MS where white students were asking a black student for permission to use the N word. An assembly was held where the history and the impact of the word was led by Mr. Cook.
- Recommendation on how to make Admins aware of the concerns of parents of color:
 - Allison L suggested that REIAC send our BOE Report to the Admins the day after we present it at the BOE meeting
 - This is what you missed/This is what we're working on – Needs polishing
 - Someone suggested doing a Meet and Greet Event
 - Levi and Jesse suggested talking to Dr. Fernandez about our discussions

Undoing Racism Workshop

Interested in attending: Tricia, Melissa, Rickie, Kristen, Jessie, Levi, Jen, Allison

Sophia will try to come up with some dates. Once a date is decided, we can invite members of the school community, local government and local law enforcement to join. To hold a workshop and make it effective requires that a diverse group of people attend.

Strong Together

Given by the Playback Theater to introduce the topic of diversity to young children, grade 2. Shared by Lilly A. Happening this week.

Need for curriculum audit

Combining with “The historical narrative of minority groups, listening to them as a community and discussing/integrating them into curriculum” topic.

- Students suggested that, instead of having stories about their culture/heritage chosen and told to them by a teacher who is not a member of their culture/heritage, why not have students choose and share their stories of their culture/heritage from their perspectives. This creates richer more authentic conversations and learning opportunities.
- Current Global Studies curriculum has 3 days to cover South American history and did not touch on the history of American Tribes.
- How do we empower and support Students - Is there a Student Equity Team? No
 - Allison suggested an “Ed Camp” which is a workshop taught to teachers by students in the Arlington School District.
 - Workshop Topic: This is what we value/This is what’s important to us
 - 90% of the Arlington teachers were moved by the discussions 10% were not
 - Allison will try to connect the New Paltz Students interested in doing this with the Arlington Students.
- Natalie McGee is starting to apply a justice lens to the current ELA curriculum. Concerns were raised about how Cultural Proficiency is lacking a glossary of racial equity/social justice terminology. We need common language in order to build common understanding/culture.
 - Arlington’s racial equity glossary will be shared by Allison
 - The BOE should have regular updates from Generation Ready on how the district is progressing. Is money being spent on a program that moves us forward on the Racial Equity Action Plan timeline? How are we measuring success of the Generation Ready Program? What data points are we measuring to show success? Is it the Climate Survey?
- Expand on Hispanic Appreciation Day
 - Jesse helped spearhead. Class blocks were shortened to make room for activities.
- Multicultural Center – proposed by Teresa T
 - Levi/Jesse would like to see this happen at the HS
 - SUNY New Paltz has ethnic student unions (but not one centralized MCC), can we partner with them to help build this at the HS?
 - BLM Students Week in February 2020 at the College. College Professors wonder why they are not allowed to partner with our school district. They are partnering with other school districts.

- Melissa says that there are faculty at the college who are equipped to teach students at the HS.

Tabled Agenda Items

- Plan of action for looking at code of conduct/student handbooks
- Superintendent search and hiring process

Executive session