
Pittsford Schools

Inclusivity Advisory Committee

October 10, 2018

Agenda

Welcome & Housekeeping

Approval of Minutes

Team Building Exercise

With your neighbor take 5 minutes to share a bit about yourself. When we come back together you will do a short 20-30 second introduction of each other.

Vision Work

Working in groups, discuss and created a one page narrative describing PCSD in the 2025-26 school year if we are 100% successful in achieving our shared purpose.

Continuing to Establish Accepted Norms

How we operate as a group; Our individual commitments to each other; Approach to conflicting ideas; Communicating our work; Building and maintaining trust.

Data Review

We will discuss the various data sets we currently have access to and select which ones should be initially reviewed. Also we will discuss whether there are additional data sets we should seek to create.

Homework

Consider taking the Harvard Hidden Bias Test. There are multiple categories. You will not be asked to share the results. <https://implicit.harvard.edu/implicit/takeatest.html>

Adjournment

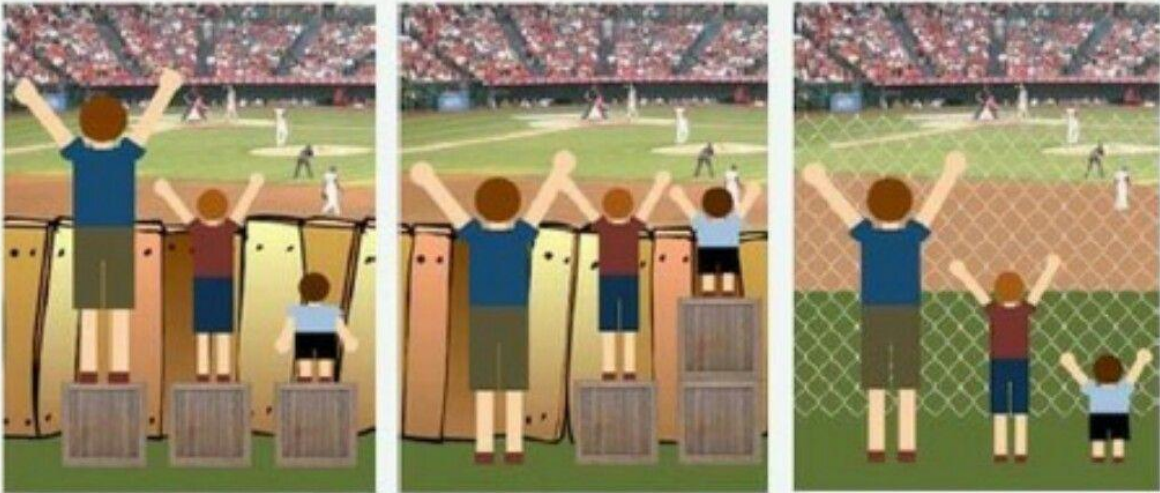
Next Meeting October 24, 2018 6:00-8:00PM

Agreed Upon Norms to Date:

We will enter conversations with each other believing that all members want to make PCSD better.

We will listen to each other with the intent to first truly understand the other person before seeking to respond.

EQUALITY VERSUS EQUITY



The illustration consists of three panels showing a baseball game in progress. In the first panel, three people of different heights (tall, medium, and short) are standing on a grassy field behind a fence. The tallest person is on a tall wooden crate, the medium person is on a medium crate, and the shortest person is on a short crate. All three have their arms raised, cheering. In the second panel, the tallest person is standing on the ground, the medium person is on a medium crate, and the shortest person is on a tall crate. All three have their arms raised, cheering. In the third panel, the tallest person is standing on the ground, the medium person is on the ground, and the shortest person is on the ground. All three have their arms raised, cheering. The fence is now behind them, and they can see the game without any supports.

In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.