

Inclusivity Advisory Committee October 10, 2018 – Minutes

Members Present: Rosabel Antonetti, William Castle, Fernan Cepero, Shana Cutaia, Roger DeBell, Susan Gould, NI, Christie Karpovich, Rachel Kest, Stella King-Turner, RK, Michael Leone, Tamara Minter, Nahoko Kawakyu O'Connor, Maureen O'Neil, Kristi Seaver.

Members Absent: Julie Barker, Linda Beckford, Tanishia Johnson, Flavia Nobay, Mark Puma, Radhika Ramesh, Robin Scott, Patricia Vaughn-Brogan, Hinna Upal.

The meeting was called to order at 3:34. The group was asked if there were any concerns or requested changes to the minutes. There were none. We did a short overview of the agenda and asked if all were good moving ahead as planned. The group agreed.

We broke into groups of two and spent about five minutes learning about each other. The group came back together and we did short introductions of each other based on our conversations. This activity brought positive feedback and appeared to be helpful in allowing the group to continue to get to know each other. Bill Castle shared with the group that as not everyone would be able to make all meetings we should employ a “buddy system” where if you miss a meeting, or if your buddy misses a meeting you can make sure to bring each other up to date. At our next meeting we will ask each person to select a buddy.

We then counted off by threes and broke into subgroups to do our visioning work. Groups spent the next 40 minutes discussing and then creating a short statement describing Pittsford Schools in the 2025-26 school year if our committee was 100% successful in our work. We then returned to our large group and each subgroup shared its success statement. At this time we did not offer each other feedback but simply took the time to listen to and absorb what each group had to offer. The statements of each group were as follows:

PCSD in 2025-26 (group 1)

Diverse demographics being offered diverse opportunities for growth potential where they are allowed to lattice instead of putting them on a linear ladder where in the end they are resilient and fulfilled ready to contribute to the community.

PCSD in 2025-26 (group 2)

Teachers reflect student body. Teachers prepared for neuro-divergent population-not just special education teachers. Teachers are aware of unconscious bias/knowledge of evaluation. Teachers are flexible with students of different backgrounds and different needs. Achieve religious parity. Recognizing diversity of modern parents/families and eliminating barriers.

PCSD in 2025-26 (group 3)

We will have a school community where we can have open and authentic dialogue about our differences without fear. People will feel comfortable discussing issues and knowing that the best intentions will be assumed. All community members will understand that inclusion means having opportunities for all stakeholders, and systemic barriers will be lessened because of a greater understanding of inclusion and diversity.

We will have educated our community and will see evidence of inclusive thinking in our district documents. Trust will have been built amongst all stakeholder groups. Every student will have a trusted adult that they can approach with concerns. There will be a level playing field so that everyone is seen as equal and all students have the same opportunities. We will have a community where we acknowledge and celebrate our differences as strengths.

Dr. Jeff Cimmerer, Pittsford School's Chief Information Officer joined us to present on what types of data the district currently collects and can provide to the committee in support of our work. The point was made that any data will be devoid of individual identifying information. Dr. Cimmerer's presentation prompted a number of questions that clarified what data we currently have, and what data we should be seeking that we do not currently have. The slides from Dr. Cimmerer's presentation are attached to these minutes. Committee Members were encourage to submit additional ideas about data that would be helpful to the Committee's work. The group also asked for availability of extra-curricular participation data including community service, athletics, etc., as well as the Youth Risk Behavior Survey data.

We ended our day by discussing our norm around sharing out of the Committee's work. The goal is to be transparent while creating a safe space for members to share, discuss and form ideas. The Committee agreed that at the end of each meeting we will take five minutes to discuss what is alright to share and what merits further discussion before being shared, will not attribute statements to any individual, and will encourage Committee Members to seek feedback from their constituencies and bring that information back to the group.

We adjourned at 5:35PM.

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

Board of Education Meeting Room