

Inclusivity Advisory Committee November 13, 2018 – Minutes

Members Present: Rosabel Antonetti, Julie Barker, Linda Beckford, Bill Castle, Roger DeBell, NI, Christie Karpovich, Rachel Kest, RK, Mike Leone, Tamara Minter, Flavia Nobay, Maureen O’Neil, Mark Puma, Radhika Ramesh, Kristi Seaver, Robin Scott, Hinna Upal, Patricia Vaughan-Brogan.

Members Absent: Fernan Cepero, Shana Cutaia, Susan Gould, Stella King-Turner, Tanishia Johnson, Nahoko Kawakyu O’Connor.

The meeting was called to order at 6:00PM. 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.

Flavia Nobay, as chair of the Success Statement subcommittee shared the draft success statement with the committee and discussed the process by which they came to the final product. A significant takeaway from the work was a realization of while we were a large group there were so many common values.

The sub-committee also discussed that the statement was purposeful in articulating its vision while not being too long, using plain language and avoiding flowery terms and being action oriented. She shared how hard the sub-committee worked and how each word of the statement was closely examined. The committee unanimously adopted the success statement and recommended sending it to the Superintendent of Schools and the Board of Education for adoption.

Next Pittsford Schools Teacher Center Director and Committee Member Julie Barker shared how the district currently informs teachers about school policies and philosophies around inclusivity. This prompted an outstanding discussion by the committee, which included the impact of implicit bias training, cultural competency and how it is important to create an environment where people are exposed to different thoughts, cultures and ideas which produces a better school for all. That we are not looking at sanitizing our environment. I have included the slides from Julie’s presentation.

The committee discussed that we need to be able to test where we are now on the inclusivity of our climate and then re-test at established periods to see how we are progressing.

1. We adjourned at about 8:00PM.
2. Next Meeting:
December 11, 2018 Board of Education Meeting Room