

MINUTES

Inclusivity Advisory Committee

September 22, 2021

Meeting Room 1

6:00-8:00 PM

Opening and Connecting Activity

We read the book “What I Am” by Divya Srinivasan

Student Services is purchasing the book for all elementary libraries and to be potentially used in morning circles as part of the Equity Action Plan

Reframing our Work

Charter Review- we reviewed the charter for IAC and made suggestions for clarity (adding students and defining acronyms for membership groups).

Purpose of Committee- we reiterated the purpose of IAC and the evolving role of the committee as the district works toward the Equity Action Plan; the committee serves in an advisory role to the Superintendent and will provide feedback on policy and regulations that pertain to equity.

Timeline/process for new membership- Community member positions have a three-year term which have ended. We appreciate members staying on while we complete the process for recruiting new members. The communication office will be posting positions in October and an application and interview process will be handled similar to the initial round of recruitment. Current community members are welcome to re-apply if interested. The District is grateful to members from all constituent groups who have volunteered their time to be a part of the IAC.

Coordinator for Equity and Inclusivity Hiring Process- The first round of interviews have been completed for the Coordinator for Equity and Inclusivity role. Finalists have been identified and will now move on to the next steps of the hiring process, including staff presentations (IAC will be invited to attend these presentations) and additional interviews with District Office staff and the Superintendent. The goal is to make a recommendation to the Board of Education by the end of October.

Equity Action Plan

Process- Shana presented the process followed to create the Equity Action Plan that was reported to the Board of Education by the Superintendent earlier this month. By

taking the District Equity Policy, NYS Call to Action, Culturally Responsive and Sustaining Education Framework, IAC Success Statement and District mission, vision and values, the leadership team (including community representatives and members of IAC) spent two days unpacking the documents and centering on the “why” around the equity work in PCSD. Goals were created relating to the 8 equity areas highlighted in the PCSD Equity Policy. These 8 areas connect closely to the NYS Call to Action and Culturally Responsive and Sustaining Education Framework.

Teachers and staff members also received training that mirrored the summer leadership event, so that they are familiar with the essential information in the above documents. Staff members were able to create their own “why” statement and left with a personal commitment around how they would move the work forward in their own classroom/department.

Goals- The Equity Action Plan goal document was shared (<https://www.pittsfordschools.org/cms/lib/NY02205365/Centricity/Domain/78/PCSD%20Equity%20Goals%20-%20July%202021.pdf>) and IAC members were able to ask questions.

The group discussed goal areas for IAC this year outside of regular work (advisement to Superintendent and policy review). There was a realization that the important work happening in the district needs to be shared widely, in many different formats. Members discussed using the connections that are available within our group (Town of Pittsford, Pittsford Public Library, local Universities/Colleges, etc) to help share a common message about the work that is happening in Pittsford as a whole.

Future Meetings

- | | |
|----------------------------|------------------------|
| October 20 (3:30-5:30 PM) | May 18 (6-8 PM) |
| November 17 (6-8 PM) | June 15 (3:30-5:30 PM) |
| December 15 (3:30-5:30 PM) | |
| January 26 (6-8 PM) | |
| February 16 (6-8 PM) | |
| March 9 (3:30-5:30 PM) | |
| April 13 (3:30-5:30 PM) | |

