

ICHABOD CRANE SCHOOL DISTRICT

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Committee on Equity, Inclusivity and Diversity in Education Meeting - Minutes May 20, 2021

Committee Members:

Present: Elaine Berlin, Kelly Firmbach, Elizabeth Phillips, Craig Shull, Tim Farley, Andrea Williams, Superintendent Guntlow, Assistant Superintendent Christensen

Absent: John Chandler

Common Thread Founder and CEO Damonni Farley as well as CASDA Executive Director Michael Piccirillo were present.

Several members of the general public were present, as well.

- [Common Thread Proposal](#) – Common Thread Consultants are a local agency who work in coordination with, and through, CASDA. Representatives from Common Thread joined the committee meeting to give committee members (currently both board members and administrators) an overview of the work they do and also allowed questions from the committee members.
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- The proposal covers the following sessions:
 - I. Summer Session - working the BOE and Leadership Team to identify actionable goals for operationalizing our Relevant Policies, identifying key terms and what they mean from a leadership and governance perspective in the context of our District.
 - II. Summer Session - to build on work done to date by early adopter administrators, teachers, and staff in the District will further explore issues related to equity, inclusivity, diversity and antiracism as applied to building level experiences, procedures, and practices.
 - III. Fall / Opening Day - Group presentations informed by the summer work will introduce different grade level groups to the common language (equity, inclusivity, diversity, and antiracism) and goals established with the BOE, leadership team, and early adopter group.
- Next Steps – the committee was impressed with Common Thread and agreed that hiring the consultants feels like a logical next step in the path towards increased equity, inclusivity and diversity in education at ICC. The committee will recommend Common Thread to the entire BOE at our next meeting on June 1.

- Superintendent Guntlow shared with the committee and guests attending the meeting that we intend to expand this committee in the future to include community members and stakeholders. In order to be successful in these endeavors it is critical that our school community and larger community work hand-in-hand throughout this process.
- Next Meeting Date - TBD