

# ICHABOD CRANE SCHOOL DISTRICT

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## Racial Justice in Education Committee - Minutes

**April 20, 2021**

**Committee Members:** John Chandler, Elaine Berlin, Kelly Firmbach, Elizabeth Phillips, Craig Shull, Tim Farley, Suzanne Guntlow, Lucas Christensen, Andrea Williams

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

- Committee Name - There was a general discussion regarding changing the name of the committee, and it was agreed the committee name should be changed to the Committee on Equity, Inclusivity, and Diversity in Education
- Keynote Session: [Undoing Miseducation, Brandon P. Fleming, Founder & CEO of Harvard Diversity Project](#) - Committee members discussed some general takeaways from the keynote speaker at the recent NSBA Equity Online Symposium 2021
- [NYSED Framework](#): - Suzanne Guntlow presented the NYS Board of Regents Framework on Diversity, Equity, and Inclusion in New York's Schools: A Call to Action - DRAFT dated April 2021. Framework and policy statement will come before the full Board of Regents in May 2021 for adoption. From the DRAFT Framework's [Introduction](#) "It is important for the Board of Regents to establish and communicate to all New Yorkers its beliefs and expectations for all students - especially in pivotal moments in history. The nation is at such a moment now. Finally, we appear ready to address our long history of racism and bigotry, and the corrosive impact they have had in every facet of American Life". The DRAFT Framework is a

very broad document, and touches on the Role of School Districts, as well as Suggested Elements of a District's Diversity, Equity and Inclusion Policy

- [CommonThread Proposal](#) - Suzanne Guntlow and Lucas Christensen discussed the proposal. Consultants are from the Capital District and work in coordination with, and through, through CASDA. The committee will be meeting with the consultants to further review the proposal on Equity, Inclusivity, and Diversity Training for the District, which involves:
  - 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 - Meet with Consultants, and bring proposal to the full BOE for acceptance / adoption
  
- Next Meeting Date - May 20, 2021, 5 pm