

IDEA Task Force Meeting Summary

January 21, 2021

Proposed IDEA Task Force Mission Statement (Camille Underwood)

The mission of the IDEA Task Force is to create immediate and long-term recommendations for the improvement of equity at Altamont by creating a more inclusive, equitable and respectful culture where all individuals feel welcomed and valued. The IDEA Task Force was initiated due to requests for racial equity; however, the work of this group encompasses the creation of an inclusive and equitable community where individuals regardless of race, gender, class, religion, sexual orientation, or any other aspect of their identity are able to contribute and fully participate in the Altamont community. We seek to create a culture that actively works to gain a deeper understanding of difference and how we can live our values of truth, knowledge and honor.

Updates from Incident Reporting Mechanism Working Group (Alex Melonas)

- The format is borrowed from the existing Honor Court model
- Discussion around who should be on this committee
- Next steps: send proposal to senior administration and student support for approval. The new process will be included in the upcoming student handbook to be released August 2021.

Discussion around current non-discrimination policy updates (Dottie Pak)

The Altamont School admits students of any race, disability, color, creed, national, or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the School. The school does not discriminate on the basis of race, disability, color, creed, national or ethnic origin in the administration of its educational policies, admissions practices, and athletic and other school-administered programs.

Proposal of Director for Diversity and Community Engagement (Rita Goyal and Chris Durst)

- Reviewed proposal for full-time, senior level administrator. Proposal included a why statement, best practice statement and a proposed job description.
- Next steps: send proposal to board for approval
- There is tremendous support from faculty for this position

Next meeting: Thursday, Feb. 25 at 6 p.m.