



John Griffiths <john.griffiths@chufsd.org>

Participating in tomorrow's Equity Presentation

36 messages

John Griffiths <john.griffiths@chufsd.org> Wed, Jun 2, 2021 at 6:34 PM
 Bcc: Deborah August <Deborah.August@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Maria Modica-Snow [REDACTED]@optonline.net>, [REDACTED]@gmail.com, Sherry Horowitz [REDACTED]@aol.com>, Natalie Zwerger [REDACTED]@nyu.edu>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, adam moore [REDACTED]@gmail.com>, Anamika Bhatnagar [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deslyn Dyer [REDACTED]@gmail.com>, Jessica Dieckman [REDACTED]@yahoo.com>, [REDACTED]@gmail.com, [REDACTED]@me.com, Ben Faber [REDACTED]@gmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, [REDACTED]org, [REDACTED]@gmail.com, Leah O'Donnell [REDACTED]@gmail.com>, Liz Poling-Hiraido [REDACTED]@gmail.com>, Sarah Deri Oshiro [REDACTED]@gmail.com>, [REDACTED]@icloud.com, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com

Dear Equity Team,

So far I have the following for tomorrow night's Board presentation:

Curriculum - Michael
Professional Development - Kira
Parent/Community Engagement - Deslyn
Hiring - Dana (maybe)
Climate Consciousness - NOBODY yet

Sharing their experiences - only Jessica so far...

Let me know if you can be there and share in this effort!

~ John

John Griffiths
 Assistant Superintendent
 Croton-Harmon Schools
 (914) 271-6510



Croton-Harmon Union Free School District

Deborah O'Connell <deborah.oconnell@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 6:36 PM

You shared that you would let them know an approximate time

[Quoted text hidden]

[Quoted text hidden]

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Yours in *Mission Possible*,

Dr. Deborah O'Connell

Superintendent of Schools

(Pronouns: She, Her, Hers)

Croton-Harmon Union Free School District

T-914.271.4793 or F-914.271.8685

Challenging all students to be critical and creative thinkers.



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adam moore [redacted]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 6:48 PM

Hi John,
I'm happy to present and/or share my experience wherever best serves the overall presentation and representation of the stakeholders. You can send slides/talking points/outline to me and I can also make time tomorrow to chat should anyone want.
Either way, I'm planning to attend to support ad needed.
Here we go!
Adam

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

Deslyn Dyer [redacted]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 7:02 PM

Thank you, John. I am happy to share my experience as well at whatever time you think it's appropriate. Perhaps just before I present? I definitely want to offer my thanks to the administration and the task force members for engaging in this work.

Deslyn Dyer
Mobile: [redacted]

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

Dana Sunshine [redacted]@nypl.org>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 7:39 PM

I can present on hiring. I missed much of yesterday's meeting unfortunately due to work. May I read from the sheet. Do I credit the group as a whole or certain people? Thanks for any guidance you can provide.

Dana

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

Anamika Bhatnagar [redacted]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 7:58 PM

Hi John,

You can go ahead and put me down for the "sharing their experiences" section, along with Jessica. I figured you'd have lots of volunteers for this part, so I held off yesterday -- but I'm happy to do it.

Thanks,
Anamika Bhatnagar

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

Kerri Bianchi <kerri.bianchi@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 8:04 PM

John,

I will be there tomorrow night and [REDACTED]

[REDACTED] I had to leave yesterday's meeting g at 4:00 so I am not sure of the expectation.

Best,
Kerri

On Wed, Jun 2, 2021 at 6:35 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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--
Kerri Bianchi

Interim Principal

Carrie E. Tompkins Elementary School

8 Gerstein St.

Croton on Hudson, NY 10520

914-271-5184 ext. 3225

THINK. CREATE. REFLECT. RESPECT.

Challenging all students to be critical and creative thinkers.



[Quoted text hidden]

Marlena Horton <marlena.Horton@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 8:15 PM

Hello John-

[REDACTED]

Marlena

On Wed, Jun 2, 2021 at 6:35 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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[Quoted text hidden]

Kenna Weiner [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 8:30 PM

Dear John,

I would be happy to share my experiences participating with the group if you are still looking for volunteers. I have included the statement I could give to the BOE below to make sure I am not repeating others' viewpoints or misusing Natalie's amazing quote.

I will be attending the zoom call tomorrow evening whether you need my statement or not.

"Being a part of this task force has greatly expanded my knowledge of the Croton-Harmon school district and its community. My family moved to Croton right before the pandemic started and my daughter is enrolled in a fully remote Kindergarten class. I have learned so much from the students, staff and community members who make this work a priority. Being surrounded by all the stakeholders on the task force has reiterated our feelings that we made a very good decision moving to Croton. In one of our early meetings, Natalie shared the following quote with us: 'When you are aware, you are responsible.' I feel this acute responsibility to guarantee that every child in our school district feels like they belong here. This feeling of belonging is essential in their ability to feel safe to learn and thrive. To everyone viewing this presentation, you are now aware, if you weren't already, of the equity work that will make us stand out as a school district and leaders in this community. And you are included in this responsibility. Thank you"

Please let me know if you want me to participate.

Best,
Kenna Weiner

On Wed, Jun 2, 2021 at 6:35 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

claire hilbert [REDACTED]@hotmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 9:16 PM

Hi John,

I kind of have my book club tomorrow night - it's one where the editor of the book I've written (& am still revising), her sister the author, is zooming in and it's important to me. But the work of the equity stakeholder group is too. I don't know, did I miss the questions for people who are speaking? Maybe there's a way I could either share my experience or speak the missing group's point (so long as it makes sense to me)... or someone else may step up? There's so much on my plate but I don't want to leave our work hanging.

Claire Hilbert

Sent from my iPhone

On Jun 2, 2021, at 6:35 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Michael Plotkin <michael.plotkin@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 9:31 PM

John,

Dana was supposed to do the curriculum piece and I was to help her. There was also someone else from that group that was supposed to speak with Dana.

Michael

On Wed, Jun 2, 2021 at 6:35 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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Michael Plotkin
Principal
Pierre Van Cortlandt Middle School
Croton-On-Hudson, New York
(914)271-2191



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[Quoted text hidden]

[Redacted]

Wed, Jun 2, 2021 at 9:52 PM

To: John Griffiths <john.griffiths@chufsd.org>

Hi John - I will be there. This is a zoom meeting, or am I wrong about that?

Tom

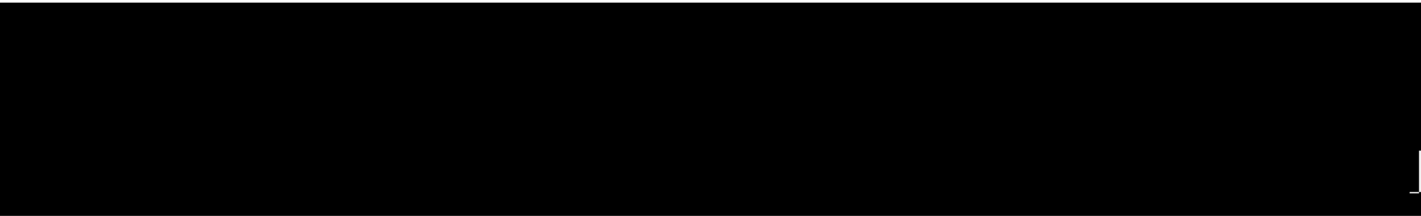
Thomas G Faranda, CLU, ChFC

[Redacted] 132 Maple St., 2nd Fl. Croton, NY 10520

[Redacted]

[Redacted]

[Redacted]



On 2021-06-02 15:34, John Griffiths wrote:

Dear Equity Team,

So far I have the following for tomorrow night's Board presentation:

- Curriculum - Michael
- Professional Development - KiraParent/Community Engagement - Deslyn
- Hiring - Dana (maybe)
- Climate Consciousness - NOBODY yet

Sharing their experiences - only Jessica so far...

Let me know if you can be there and share in this effort!

~ John

John Griffiths
 Assistant Superintendent
 Croton-Harmon Schools
 (914) 271-6510

[Quoted text hidden]

Elisa Rader [redacted]@gmail.com>

Wed, Jun 2, 2021 at 9:52 PM

To: John Griffiths <john.griffiths@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>

I plan to be there and thought I was doing curriculum? Michael can take it of course if he wants. Let me know if you'd like me to do climate.

Sent from my iPhone

On Jun 2, 2021, at 6:35 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Michael Plotkin <michael.plotkin@chufsd.org>

Wed, Jun 2, 2021 at 9:54 PM

To: Elisa Rader [redacted]@gmail.com>

Cc: John Griffiths <john.griffiths@chufsd.org>

In our meeting it was you and Dana. I will be there to help.

M

[Quoted text hidden]

--

Michael Plotkin
 Principal

Pierre Van Cortlandt Middle School
Croton-On-Hudson, New York
(914)271-2191



Challenging all students to be critical and creative thinkers.

[Quoted text hidden]

Elsa Rader [redacted]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 10:03 PM

Also, sorry - did we have an estimated time for when our part will begin? I may not be able to get on at 730.

Sent from my iPhone

On Jun 2, 2021, at 6:35 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]
[Quoted text hidden]

Elsa Rader [redacted]@gmail.com>
To: Michael Plotkin <michael.plotkin@chufsd.org>
Cc: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 10:16 PM

Oh good I was listening 🎧. Yes and Dana's taking hiring I think. Thanks 🙌

Sent from my iPhone

On Jun 2, 2021, at 9:54 PM, Michael Plotkin <michael.plotkin@chufsd.org> wrote:

[Quoted text hidden]

Laura Dubak <laura.dubak@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jun 2, 2021 at 10:37 PM

I can be there at 8:30/8:40 if that is still around the timeframe. I am in the professional development group with Kira. I just have class and I have already missed one for another meeting and am missing another for graduation, so I can't leave too much earlier.

On Wed, Jun 2, 2021 at 6:35 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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Laura Dubak

Principal
Croton-Harmon High School
Croton-on-Hudson, NY 10520
T: 914-271-2147, ext. 1203



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[Quoted text hidden]

Michael Mui [redacted]@me.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Jun 3, 2021 at 6:12 AM

Good morning John,

I am sorry, I have been MIA due to my enrollment in [redacted] What time is the meeting tonight? I might be able to attend, if I done with my assignments. Thanks

Mike Mui

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: [redacted]

Thu, Jun 3, 2021 at 8:24 AM

It's a Zoom. I'll be sending out the link in a bit!

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Elisa Rader <[REDACTED]@gmail.com>
Cc: Michael Plotkin <michael.plotkin@chufsd.org>

Thu, Jun 3, 2021 at 8:42 AM

Just need clarity with regards to Dana (since we have two). Was it Dana Sunshine or Dana Dago-Clark that was going to present with you on curriculum?

~ John

[Quoted text hidden]

Elisa Rader <[REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>
Cc: Michael Plotkin <michael.plotkin@chufsd.org>

Thu, Jun 3, 2021 at 8:53 AM

Dana Dago Clark - but she had said it's was bedtime for her kids so it's tentative.

Sent from my iPhone

On Jun 3, 2021, at 8:42 AM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: adam moore <[REDACTED]@gmail.com>

Thu, Jun 3, 2021 at 8:54 AM

Thanks, Adam. You'll see I just shared all with the group!

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Deslyn Dyer <[REDACTED]@gmail.com>

Thu, Jun 3, 2021 at 8:55 AM

You'll see I put you down in two places. Let me know if that is okay!

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Anamika Bhatnagar <[REDACTED]@gmail.com>

Thu, Jun 3, 2021 at 8:55 AM

Thank you so much. You'll see a few more also stepped up, but I think it looks like a good number!

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Elisa Rader <[REDACTED]@gmail.com>

Thu, Jun 3, 2021 at 8:57 AM

Got it. Thanks!

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Michael Mui <[REDACTED]@me.com>

Thu, Jun 3, 2021 at 8:58 AM

Just sent an email to everyone. Let me know if you can participate. Happy to get you in there!

[Quoted text hidden]

Dana Sunshine [redacted]@nypl.org>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Jun 3, 2021 at 8:58 AM

John,

I did not realize there were two Danas! Happy to step aside or present, either way.

Dana

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

Deslyn Dyer [redacted]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Jun 3, 2021 at 8:58 AM

Yes, that is fine. I see that. I'll wait until the section for comments to discuss my experience. Confirming receipt of the meeting email as well. Thank you.

[Quoted text hidden]
--
Sent from Google Tablet

John Griffiths <john.griffiths@chufsd.org>
To: Dana Sunshine [redacted]@nypl.org>

Thu, Jun 3, 2021 at 8:59 AM

Thank you. You can work right off the slides. It is coming from the entire team, so no need to credit any individuals.

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Marlena Horton <marlena.Horton@chufsd.org>

Thu, Jun 3, 2021 at 8:59 AM

Well now I don't know what I want the weather to do! I guess it is a win-win...

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: claire hilbert [redacted]@hotmail.com>

Thu, Jun 3, 2021 at 9:01 AM

Claire, it sounds like you have an important event at the same time. We'd love to have you there, but are also well-represented. Our group will continue to do good work, and we will hopefully be benefiting from your contributions at many future events!

~ John
[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Dana Sunshine [redacted]@nypl.org>

Thu, Jun 3, 2021 at 9:02 AM

Nope - I got it all worked out. You're ON!!!

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Deslyn Dyer [redacted]@gmail.com>

Thu, Jun 3, 2021 at 9:02 AM

Thank YOU!!
[Quoted text hidden]

claire hilbert [REDACTED]@hotmail.com>

Thu, Jun 3, 2021 at 10:48 AM

To: John Griffiths <john.griffiths@chufsd.org>

OK, thanks a lot, John. There is just a lot going on right now so I appreciate that. I'm hoping to catch our part of tonight's meeting if at all possible, and yes we'll keep up the good work!

Sent from my iPhone

On Jun 3, 2021, at 9:02 AM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

Dana Sunshine [REDACTED]@nypl.org>

Thu, Jun 3, 2021 at 11:03 AM

To: John Griffiths <john.griffiths@chufsd.org>

Is OLAS pronounced "olas" or O.L.A.S?

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>

Thu, Jun 3, 2021 at 11:54 AM

To: Dana Sunshine [REDACTED]@nypl.org>

Oh-Lahs

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Tonight's Equity Presentation

7 messages

John Griffiths <john.griffiths@chufsd.org>

Thu, Jun 3, 2021 at 8:54 AM

To: Deborah August <Deborah.August@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, Lbbogdan36 [REDACTED]@aol.com>, Maria Modica-Snow [REDACTED]@optonline.net>, [REDACTED]@gmail.com, Sherry Horowitz [REDACTED]@aol.com>, [REDACTED]@nyu.edu>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, adam moore [REDACTED]@gmail.com>, Anamika Bhatnagar [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deslyn Dyer [REDACTED]@gmail.com>, Jessica Dieckman [REDACTED]@yahoo.com>, [REDACTED]@gmail.com, [REDACTED]@me.com, Ben Faber [REDACTED]@gmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, [REDACTED].org, [REDACTED]@gmail.com, Leah O'Donnell [REDACTED]@gmail.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Sarah Deri Oshiro [REDACTED]@gmail.com>, [REDACTED]@icloud.com, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com

Dear Equity Stakeholder Team,

After reviewing the final agenda for tonight's Board meeting with our district clerk, Tracey Borges, it looks like 8:20 will be our login time. The link for the Zoom meeting is: <https://zoom.us/j/93100992412>. When you first login you will be in a waiting room, and we will then let you in ASAP.

The presentation can be viewed here. It is currently open for you to make comments so that we can continue to make tweaks throughout the day.

You will notice that each recommendation takes up two slides - an overview slide and a slide with short and long term goals. This may be a good way to consider allocating two presenters. Thank you for yesterday's feedback, since my list of presenters was still quite skeletal. Here is the latest update I have for who is speaking at tonight's presentation. We can obviously still make any needed adjustments/additions. Please let me know.

Climate Consciousness	Kerri Bianchi
Curriculum	Elisa Rader, Dana Dago-Clark
Hiring and retention practices	Dana Sunshine
Parent, guardian, and community engagement	Deslyn Dyer
Professional Development	Kira Herbert, Marlena Horton
Sharing their experiences	Adam Moore, Jessica Dieckman, Deslyn Dyer, Anamika Bhatnagar, Kenna Weiner

At this point, I think it best to "Reply All" to any recommendations so that we all stay on the same page.

Thanks for everything - I am so excited for tonight!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Thu, Jun 3, 2021 at 10:37 AM

To: John Griffiths <john.griffiths@chufsd.org>

John thanks for this. Will see you tonight. I know Ana Teague and Mary Obermeier - both very bright women. They should do very well on the Board.
Tom

Thomas G Faranda, CLU, ChFC

132 Maple St., 2nd Fl. Croton, NY 10520

On 2021-06-03 05:54, John Griffiths wrote:

Dear Equity Stakeholder Team,

After reviewing the final agenda for tonight's Board meeting with our district clerk, Tracey Borges, it looks like 8:20 will be our login time. The link for the Zoom meeting is: <https://zoom.us/j/93100992412>. When you first login you will be in a waiting room, and we will then let you in ASAP.

The presentation can be viewed here [1]. It is currently open for you

[Quoted text hidden]

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Links:

[1] <https://docs.google.com/presentation/d/1z8XUZ3jCBe5i-HWvop24kHQfTBCwOqgstjoQqudxZME/edit?usp=sharing>

Kerri Bianchi <kerri.bianchi@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Jun 3, 2021 at 11:00 AM

Hi John,
Just to confirm, am I just reviewing the slides on my assigned topic?
Thank you,
Kerri

[Quoted text hidden]

[Quoted text hidden]

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Kerri Bianchi

Interim Principal

Carrie E. Tompkins Elementary School

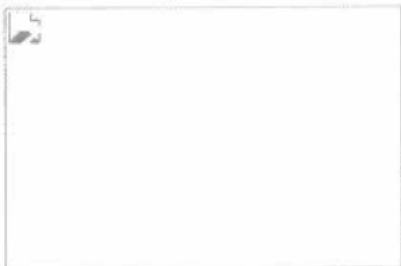
8 Gerstein St.

Croton on Hudson, NY 10520

914-271-5184 ext. 3225

THINK. CREATE. REFLECT. RESPECT.

Challenging all students to be critical and creative thinkers.



[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Kerri Bianchi <kerri.bianchi@chufsd.org>

Thu, Jun 3, 2021 at 11:55 AM

Yes, that's correct

[Quoted text hidden]

Kerri Bianchi <kerri.bianchi@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Jun 3, 2021 at 11:59 AM

Great, thanks!

[Quoted text hidden]

Elisa Rader [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>, Natalie her <nz11@nyu.edu>

Thu, Jun 3, 2021 at 7:21 PM

Quick Typo if there's time - 2nd slide for curriculum first bullet point shouldn't have an "a".

Sent from my iPhone

On Jun 3, 2021, at 8:54 AM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Elisa Rader [REDACTED]@gmail.com>

Thu, Jun 3, 2021 at 7:25 PM

Good catch. Got it!

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

WOW!

11 messages

John Griffiths <john.griffiths@chufsd.org> Thu, Jun 3, 2021 at 10:18 PM
 To: Deborah August <Deborah.August@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Maria Modica-Snow [REDACTED]@optonline.net>, [REDACTED]@gmail.com, Sherry Horowitz [REDACTED]@aol.com>, Natalie Zwerger [REDACTED]@nyu.edu>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <Kira.Herbert@chufsd.org>, Madena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <Johanna.Mustacchi@chufsd.org>, adam moore [REDACTED]@gmail.com>, Anamika Bhatnagar [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Sunshine [REDACTED]@nypf.org>, Deslyn Dyer [REDACTED]@gmail.com>, Jessica Dieckman [REDACTED]@yahoo.com>, [REDACTED]@gmail.com, Michael Mui [REDACTED]@me.com>, Ben Faber [REDACTED]@gmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, [REDACTED].org, [REDACTED]@gmail.com, Leah O'Donnell [REDACTED]@gmail.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Sarah Deri Oshiro [REDACTED]@gmail.com>, [REDACTED]@icloud.com, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com

Dear Equity Team,

I want to say a huge THANK YOU to all who were present at tonight's meeting. I was truly moved by your dedication, your words, and the passion for our work that was clearly evident throughout. I feel we have become a team in the truest sense of the word and see a brighter future because you are all in it!

NATALIE, none of this would have been possible without you. I know this month's work is the capstone of many years worth of work. I hope we helped you put some polish on that stone!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Anamika Bhatnagar [REDACTED]@gmail.com> Thu, Jun 3, 2021 at 10:25 PM
 To: John Griffiths <john.griffiths@chufsd.org>
 Cc: Deborah August <Deborah.August@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie

Burton <jackie.burton@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Maria Modica-Snow [REDACTED]@optonline.net>, [REDACTED] net, [REDACTED]@gmail.com, Sherry Horowitz [REDACTED]@aol.com>, Natalie Zwerger [REDACTED]@nyu.edu>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <Kira.Herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <Johanna.Mustacchi@chufsd.org>, adam moore [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deslyn Dyer [REDACTED]@gmail.com>, Jessica Dieckman [REDACTED]@yahoo.com>, [REDACTED]@gmail.com, Michael Mui [REDACTED]@me.com>, Ben Faber [REDACTED]@gmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, [REDACTED] org, [REDACTED]@gmail.com, Leah O'Donnell [REDACTED]@gmail.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Sarah Deri Oshiro [REDACTED]@gmail.com>, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com

Dear Colleagues,

As a parent, I just want to add how grateful I am to everyone who spoke before the Board tonight. Thank you for your conviction, your passion, and -- as Deslyn so gracefully reminded us -- your listening. Croton is a better place for my children, and for ALL of our children, because you are part of our community.

With gratitude,
Anamika Bhatnagar (Willette)

[Quoted text hidden]

[Quoted text hidden]

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Natalie McCabe Zwerger she her [REDACTED]@nyu.edu
To: [REDACTED]@gmail.com

Thu, Jun 3, 2021 at 10:42 PM

Cc: John Griffiths <john.griffiths@chufsd.org>, Deborah August <Deborah.August@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Maria Modica-Snow [REDACTED]@optonline.net>, [REDACTED] net, Tully McGowan [REDACTED]@gmail.com>, Sherry Horowitz [REDACTED]@aol.com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <Kira.Herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <Johanna.Mustacchi@chufsd.org>, adam moore [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deslyn Dyer [REDACTED]@gmail.com>, Jessica Dieckman [REDACTED]@yahoo.com>, Kenna Weiner [REDACTED]@gmail.com>, Michael Mui [REDACTED]@me.com>, Ben Faber [REDACTED]@gmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, [REDACTED] org, [REDACTED]@gmail.com, Leah O'Donnell [REDACTED]@gmail.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Sarah Deri Oshiro [REDACTED]@gmail.com>, [REDACTED]@icloud.com, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com

Y'all were phenomenal! True co-conspirators in action! I feel so blessed to have worked with you and cannot wait to witness all that you continue to build. Hope you will have me back to visit! :)

N

[Quoted text hidden]

Natalie McCabe Zwerger, Esq. M.Ed

Director | Center for Strategic Solutions | NYU Metro Center

Pronouns: she, her, ella | [REDACTED]

Elisa Rader [REDACTED]@gmail.com>

Thu, Jun 3, 2021 at 11:01 PM

To: Natalie McCabe Zwerger she her [REDACTED]@nyu.edu>

Cc: Anamika Bhatnagar [REDACTED]@gmail.com>, John Griffiths <john.griffiths@chufsd.org>, Deborah August <deborah.august@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Maria Modica-Snow [REDACTED]@optonline.net>, [REDACTED].net, Tully McGowan [REDACTED]@gmail.com>, Sherry Horowitz [REDACTED]@aol.com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, adam moore [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deslyn Dyer [REDACTED]@gmail.com>, Jessica Dieckman [REDACTED]@yahoo.com>, Kenna Weiner [REDACTED]@gmail.com>, Michael Mui [REDACTED]@me.com>, Ben Faber [REDACTED]@gmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, [REDACTED].org, [REDACTED]@gmail.com, Leah O'Donnell [REDACTED]@gmail.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Sarah Deri Oshiro [REDACTED]@gmail.com>, [REDACTED]@icloud.com, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com

It's been such a special experience for which I am so grateful ❤️ 🙏 ❤️

Sent from my iPhone

On Jun 3, 2021, at 10:42 PM, Natalie McCabe Zwerger she her [REDACTED]@nyu.edu> wrote:

[Quoted text hidden]

Jessica Dieckman [REDACTED]@yahoo.com>

Thu, Jun 3, 2021 at 11:16 PM

To: Elisa Rader [REDACTED]@gmail.com>

Cc: Natalie McCabe Zwerger she her [REDACTED]@nyu.edu>, Anamika Bhatnagar [REDACTED]@gmail.com>, John Griffiths <john.griffiths@chufsd.org>, Deborah August <deborah.august@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Maria Modica-Snow [REDACTED]@optonline.net>, [REDACTED].net, Tully McGowan [REDACTED]@gmail.com>, Sherry Horowitz [REDACTED]@aol.com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, adam moore [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deslyn Dyer [REDACTED]@gmail.com>, Kenna Weiner [REDACTED]@gmail.com>, Michael Mui [REDACTED]@me.com>, Ben Faber [REDACTED]@gmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, [REDACTED].org, [REDACTED]@gmail.com, Leah O'Donnell [REDACTED]@gmail.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Sarah Deri Oshiro [REDACTED]@gmail.com>, [REDACTED]@icloud.com, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com

Thank you Natalie and everyone for this wonderful work experience. We are truly a team. Everyone did a phenomenal job tonight. Please do pop in and visit us soon Natalie and best of luck on your new position.

Peace,
Jessica

Sent from my iPhone

On Jun 3, 2021, at 11:01 PM, Elisa Rader [REDACTED]@gmail.com> wrote:

It's been such a special experience for which I am so grateful ❤️ 🙏 ❤️

[Quoted text hidden]

██████████@aol.com>
To: John Griffiths <john.griffiths@chufsd.org>

Fri, Jun 4, 2021 at 11:29 AM

Dear John,

I want to thank you for allowing me to participate in the Equity Stakeholders Team, even though, due to my work situation, I routinely joined the conversation late!

Kudos to you, to the District, and to Natalie for the organization and focus you all brought to a much needed but difficult process! I am impressed by how much meaningful work was accomplished, and by the serious and committed actions of the Team. I feel confident that the work will continue, with positive changes for all students in the District.

Thanks again, Sherry

Sent from my Verizon, Samsung Galaxy smartphone

[Quoted text hidden]

[Quoted text hidden]

Maria Modica-Snow ██████████@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Fri, Jun 4, 2021 at 11:54 AM

Good morning, John,
Is there any chance the last meeting was recorded, and if so, would I be able to access it?
Thanks, and, from the email of participants, it sounds as if congrats are in order! A lot of work to go, but sounds very promising!!
Maria

On Jun 3, 2021, at 10:18 PM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Maria Modica-Snow ██████████@optonline.net>

Fri, Jun 4, 2021 at 12:14 PM

Yes! It is here: https://www.youtube.com/watch?v=TTtCSX6_F7s
Our presentation starts at about 1 hour and 7 minutes in!

~ John

[Quoted text hidden]

Maria Modica-Snow ██████████@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Fri, Jun 4, 2021 at 12:16 PM

THANK YOU! We're in the car driving home, so I won't try it now, but over the weekend I will. (Gotta love the "hotspot" on the iPhone!!)
Have a great weekend!
Maria

On Jun 4, 2021, at 12:14 PM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Maria Modica-Snow [REDACTED]@optonline.net>

Fri, Jun 4, 2021 at 12:17 PM

Thanks, you too!

[Quoted text hidden]

Maria Modica-Snow [REDACTED]@optonline.net>

Sat, Jun 5, 2021 at 7:58 AM

To: John Griffiths <John.Griffiths@chufsd.org>

Cc: Deborah August <Deborah.August@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, [REDACTED]@aol.com>, [REDACTED].net, [REDACTED]@gmail.com, Sherry Horowitz [REDACTED]@aol.com>, Natalie Zwerger [REDACTED]@nyu.edu>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, adam moore [REDACTED]@gmail.com>, Anamika Bhatnagar [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deslyn Dyer [REDACTED]@gmail.com>, Jessica Dieckman [REDACTED]@yahoo.com>, [REDACTED]@gmail.com, Michael Mui [REDACTED]@me.com>, Ben Faber [REDACTED]@gmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, [REDACTED].org, [REDACTED]@gmail.com, Leah O'Donnell [REDACTED]@gmail.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Sarah Deri Oshiro [REDACTED]@gmail.com>, [REDACTED]@icloud.com, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com

Good morning, all!! And WOW is right!

I was so sorry to miss our last meeting as well as the Board presentation (very frustrating technical difficulties), so I stayed awake until almost midnight last night watching the presentation part of the Board meeting. The responses of the Team members in the Q&A section were amazing!! Deslyn, thank you for starting that discussion; my goal is to learn how to be as calm as you were when I am speaking with someone who thinks differently than I do-I thought you were the epitome of grace under pressure!

Everyone who responded was clear, concise, calm, knowledgeable and persuasive. The presentation was very well done, but I think the Q&A may have been the most important part of that meeting, elucidating the issues we will face going forward as we deal with people who do not understand, whether intentionally or not, why this is important work and learning, even - or especially - in a Village like Croton. Congrats to all, and, of course, special thanks to Natalie and John for their leadership and guidance.

Maria

Maria Modica-Snow

[REDACTED]
Croton on Hudson, NY 10520

Sent from my iPad Mini

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Re: Equity Stakeholder Team's Requests / Status Update

8 messages

John Griffiths <john.griffiths@chufsd.org> Mon, Jul 19, 2021 at 11:29 AM
 To: Jessica Dieckman [REDACTED]@yahoo.com>, Kenna Weiner [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Elisha Fernandes simpson [REDACTED]@gmail.com>, Deborah O'Connell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Kendra Sheden helm [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Maria Modica-Snow [REDACTED]@optonline.net>, [REDACTED].net, [REDACTED]@gmail.com, Sherry Horowitz [REDACTED]@aol.com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, adam moore [REDACTED]@gmail.com>, Anamika Bhatnagar [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deslyn Dyer [REDACTED]@gmail.com>, Michael Mui [REDACTED]@me.com>, Ben Faber [REDACTED]@gmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Leah O'Donnell [REDACTED]@gmail.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Sarah Deri Oshiro [REDACTED]@gmail.com>, [REDACTED]@icloud.com, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com, Dana Sunshine [REDACTED]@gmail.com>

Dear Equity Stakeholder Team,

Many team members have requested that we have a way to opt-in/opt-out of the recent emails or find another venue in which the exchange of ideas can occur. There is, of course, great value in continually developing a deeper personal understanding of how best to build a more equitable world for our students. The Equity Stakeholders Team, however, is currently awaiting direction from our Board of Education prior to formally continuing our good work.

Together we explored difficult concepts, developed a great respect for our fellow team members' views, and generated valuable recommendations for our Board. Those recommendations will be the topic of their September 23rd Work Session, and the content of that meeting will be the springboard for our continued efforts. I am sure we are all very excited for that moment when we will reconvene and once again roll up our sleeves. Until then, I wish you all much peace and happiness this summer.

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



On Fri, Jul 16, 2021 at 2:26 PM John Griffiths <john.griffiths@chufsd.org> wrote:

Hello All,

As a lifelong educator, and assistant superintendent who oversees our K-12 curriculum, I cannot tell you how exciting it is to see part of our community engaging in such healthy and respectful dialog. This exchange is also aligned to one of the five recommendations made to our Board of Education by our Equity Stakeholder Team. At that June meeting we recommended that our faculty engage in an examination of our curriculum at all levels and in all subject areas. We know that our work in DEI will be strengthened by assuring that our students have access to credible educational materials which represent multiple perspectives.

Knowing this topic has become emotionally charged in neighboring communities, I ask for our Croton-Harmon families to exercise patience at this time. Our Board will only begin to engage in discussion about the recommendations from the Equity Stakeholders Team at their September Work Session. That may provide an initial charge for how our administrative team will begin to work with faculty and the Stakeholder Team. This will be a slow and thoughtful process. By collaboratively and carefully focusing on any needed curricular enhancements, I am confident we will create an even better educational experience for all of our students.

John Griffiths
Assistant Superintendent

Tully McGowan [REDACTED]@gmail.com>

Mon, Jul 26, 2021 at 7:34 AM

To: John Griffiths <john.griffiths@chufsd.org>

Cc: Deslyn Dyer [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Tom Faranda [REDACTED]@aol.com>

Hi John,

Good morning.

Would you like the opportunity to connect the past/incoming equity stakeholders that have an interest in meeting with each other before September?

Deslyn, Elisa, Tom and I met last Friday in Deslyn's backyard. We agreed I'd send this note and I'm copying them in case I misstate anything. While we had different views, we all found value in the ability to build relationships and engage with each other, and thought others in the group might want the invitation to participate in these discussions before September as well. Moreover, there are a couple additional members that reached out to me directly, expressing an interest, but couldn't meet on Friday, so we just wanted to check to see if/how you'd like to be involved.

To be clear, we all know this work is year-round, so hope to continue the conversations with or without formal direction, and we certainly understand and appreciate that you and the other BOE members have neither the time nor the clarity that will follow September's BOE working session. You need a Summer break, after all!

Pending your response, our plan is to invite others that have expressed an interest in connecting to be in conversation (in person or via zoom) again before we all reconvene in a couple months. We want to be both inclusive but respectful with that invitation.

Thanks again for your leadership. Please don't hesitate to call and/or let us know what you think when you have a moment.

Best regards,

Tully

Tully McGowan (he/him) | [REDACTED]

[Quoted text hidden]

[Quoted text hidden]

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received this transmission in error, please notify the sender immediately by e-mail and delete the original message and documents. Thank you for your cooperation.

Tully S. McGowan | [REDACTED]

John Griffiths <john.griffiths@chufsd.org>
To: Deborah OConnell <deborah.oconnell@chufsd.org>

Mon, Jul 26, 2021 at 8:32 AM

[REDACTED]
[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Tully McGowan [REDACTED]@gmail.com>
Cc: Deslyn Dyer [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Tom Faranda [REDACTED]@aol.com>

Mon, Jul 26, 2021 at 11:22 AM

Hi All,

If there is an expressed interest in summertime conversation, I'd be happy to facilitate a gathering. Actually, since my last communication a need has arisen. In light of the expressed concerns throughout our region on how DEI will be addressed by school districts, we would like Croton-Harmon to invite anyone interested to a session where they can provide the Board with feedback on our five recommendations. We are considering a World Cafe format for the event. So, a conversation about all that has transpired since our last meeting, as well as brainstorming some thoughts on how to best host this event would be very beneficial. The 2nd week of August is when I am most available. Any chance the afternoon of August 12th looks good for an outdoor gathering here at the district?

~ John

[Quoted text hidden]

Elisa Rader [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Jul 26, 2021 at 11:48 AM

I can be available virtually that day but not likely in person unless it's a Monday or a Tuesday. Thank you 🙏

Sent from my iPhone

On Jul 26, 2021, at 11:22 AM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

Tully McGowan [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>
Cc: Deslyn Dyer [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Tom Faranda [REDACTED]@aol.com>

Mon, Jul 26, 2021 at 12:39 PM

John,

Thank you for your prompt response and interest.

I'm very interested in meeting the afternoon of August 12th to discuss the questions you note, and suspect I'm not alone. I'll hold the time on my calendar and await details.

Tully

[Quoted text hidden]

Tully McGowan [REDACTED]@gmail.com>
 To: John Griffiths <john.griffiths@chufsd.org>

Mon, Jul 26, 2021 at 1:00 PM

Hi John,

If it's helpful to know...

1. Beyond Deslyn, Elisa, and Tom, Maria Modica-Snow and Jessica Dieckman are two members that expressed an interest in getting a meeting invitation. I suspect there are more.
2. Below is the list of folks that opted-in to share their emails with others in the stakeholder group last year. (I know you have this, but had to search to find it so figured I'd save you a couple minutes. Of course, I respect it if you choose to email everyone given the importance of this topic, but I personally didn't want to keep emailing folks that deliberately opted out.)

I'll leave you alone and await your invitation, and thanks again. May we listen to and amplify marginalized voices, not necessarily the loudest.

In service,

Tully (he/him)

Here are the respondents from the email-sharing survey:

Adam Moore	[REDACTED]@gmail.com
Alyssa Gonzalez	alyssa.gonzalez@chufsd.org
Anamika Bhatnagar	[REDACTED]@gmail.com
Andrea Furey	andrea.furey@chufsd.org
Claire Hilbert	[REDACTED]@hotmail.com
Dana Sunshine Moldovan	[REDACTED]@nypl.org
Deborah August	Deborah.August@chufsd.org
Deborah O'Connell	deborah.oconnell@chufsd.org
Deslyn Dyer	[REDACTED]@gmail.com
Iris Bugliosi	iris.bugliosi@chufsd.org
Jessica Dieckman	[REDACTED]@yahoo.com
Joseph Pascarelli	joseph.pascarelli@chufsd.org
Joshua Diamond	joshua.diamond@chufsd.org
Kendra Shedenhelm	[REDACTED]@gmail.com
Kenna Weiner	[REDACTED]@gmail.com
Kerri Bianchi	kerri.bianchi@chufsd.org
Kira Herbert	kira.herbert@chufsd.org
Lisa Bogdan	[REDACTED]@aol.com
Maria Modica-Snow	[REDACTED]@optonline.net
Marlena Horton	marlena.horton@chufsd.org
Michael Mui	[REDACTED]@me.com
Sherry Horowitz	[REDACTED]@aol.com
Tom Faranda	[REDACTED].net
Tully McGowan	tully.mcgowan@gmail.com

[Quoted text hidden]

Tom Faranda [REDACTED]@aol.com>
 Reply-To: Tom Faranda [REDACTED]@aol.com>

Mon, Jul 26, 2021 at 1:18 PM

6/22/22, 12:02 PM

Croton Harmon School District Mail - Re: Equity Stakeholder Team's Requests / Status Update

To: "john.griffiths@chufsd.org" <john.griffiths@chufsd.org>, [REDACTED]@gmail.com" [REDACTED]@gmail.com">
Cc: [REDACTED]@gmail.com" [REDACTED]@gmail.com>, [REDACTED]@gmail.com" [REDACTED]@gmail.com">

August 12th is fine with me

tom faranda

-----Original Message-----

From: John Griffiths <john.griffiths@chufsd.org>

To: Tully McGowan [REDACTED]@gmail.com>

Cc: Deslyn Dyer [REDACTED]@gmail.com>; Elisa Rader [REDACTED]@gmail.com>; Tom Faranda [REDACTED]@aol.com>

Sent: Mon, Jul 26, 2021 11:22 am

Subject: Re: Re: Equity Stakeholder Team's Requests / Status Update

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Summertime Equity Conversation

2 messages

John Griffiths <john.griffiths@chufsd.org>
To: Ana Teague <ana.teague@chufsd.org>

Tue, Jul 27, 2021 at 5:06 PM

Dear Equity Stakeholder Team,

There has been a request by team members to set aside time for a summertime conversation. In an earlier email I recommended waiting for further direction from our Board in September. Recent developments, however, have us feeling that an informal gathering could be beneficial.

- In the past few weeks there have been many happenings in other districts in our region about how DEI should best be addressed in their schools. We know Croton-Harmon is on the right path for our students but feel that reflecting on these events could further position us for success.
- Part of our approach to finding our best path forward is to openly engage our community in dialogue. In September, we would like to share with the Board our community's thinking on our five recommendations. We could greatly benefit from your thoughts on how best to conduct an event that elicits our community's questions, concerns, and insights.

We have set aside Thursday, August 12th, from 1-3 p.m. for an outdoor gathering at one of our campuses. We'll provide a shady spot and some snacks. You'll just need to bring a chair or blanket, and all of your positive energy!

In order for us to make the best preparations, please respond to this email to let us know if you can be available!

Thanks,
John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Ana Teague <ana.teague@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jul 28, 2021 at 1:31 PM

John,
I'm not available between 8:30 and 4, generally speaking but will try and stop by for a half hour.

Thanks,
Ana

[Quoted text hidden]

[Quoted text hidden]

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John Griffiths <john.griffiths@chufsd.org>

Summertime Equity Conversation

3 messages

John Griffiths <john.griffiths@chufsd.org>
Bcc: Mary Obermeier <mary.obermeier@chufsd.org>

Tue, Jul 27, 2021 at 2:48 PM

Dear Equity Stakeholder Team,

There has been a request by team members to set aside time for a summertime conversation. In an earlier email I recommended waiting for further direction from our Board in September. Recent developments, however, have us feeling that an informal gathering could be beneficial.

- In the past few weeks there have been many happenings in other districts in our region about how DEI should best be addressed in their schools. We know Croton-Harmon is on the right path for our students but feel that reflecting on these events could further position us for success.
- Part of our approach to finding our best path forward is to openly engage our community in dialogue. In September, we would like to share with the Board our community's thinking on our five recommendations. We could greatly benefit from your thoughts on how best to conduct an event that elicits our community's questions, concerns, and insights.

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In order for us to make the best preparations, please respond to this email to let us know if you can be available!

Thanks,
John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Mary Obermeier <mary.obermeier@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Aug 4, 2021 at 1:07 PM

Hi John,

I'm so happy this meeting was set up and I'll be there. Hope you are having a nice vacation.

Thanks,
Mary

[Quoted text hidden]

[Quoted text hidden]

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John Griffiths <john.griffiths@chufsd.org>
To: **Mary Obermeier** <mary.obermeier@chufsd.org>

Wed, Aug 4, 2021 at 5:14 PM

Thanks, Mary. We'll look forward to seeing you!

~ J

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Summertime Equity Conversation

21 messages

John Griffiths <john.griffiths@chufsd.org> Mon, Jul 26, 2021 at 4:23 PM
 Bcc: "Cohen-Furey, Andrea" [redacted]@msn.com>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Joshua Diamond <joshua.diamond@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Kendra Shedenhelm [redacted]@gmail.com>, [redacted]@aol.com>, Maria Modica-Snow [redacted]@optonline.net>, [redacted].net, Tully McGowan [redacted]@gmail.com>, Sherry Horowitz [redacted]@aol.com>, Natalie Zwerger [redacted]@nyu.edu>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, adam moore [redacted]@gmail.com>, Anamika Bhatnagar [redacted]@gmail.com>, claire hilbert [redacted]@hotmail.com>, Dana Sunshine [redacted]@nypl.org>, Deslyn Dyer [redacted]@gmail.com>, Jessica Dieckman [redacted]@yahoo.com>, Kenna Weiner <kennaweiner13@gmail.com>, Michael Mui <[redacted]@me.com>, Ben Faber <metstrekke65@gmail.com>, Dana Dago-Clark [redacted]@gmail.com>, Elisa Rader [redacted]@gmail.com>, Elisha Fernandes simpson [redacted].org>, [redacted]@gmail.com, Leah O'Donnell [redacted]@gmail.com>, Liz Poling-Hiraldo [redacted]@gmail.com>, Sarah Deri Oshiro [redacted]@gmail.com>, Aliyah Simpson <asimpson.21@chufsd.org>, Kate Bretas <kbretas.23@chufsd.org>, [redacted]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [redacted]@gmail.com

Dear Equity Stakeholder Team,

There has been a request by team members to set aside time for a summertime conversation. In an earlier email I recommended waiting for further direction from our Board in September. Recent developments, however, have us feeling that an informal gathering could be beneficial.

- In the past few weeks there have been many happenings in other districts in our region about how DEI should best be addressed in their schools. We know Croton-Harmon is on the right path for our students but feel that reflecting on these events could further position us for success.
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We have set aside Thursday, August 12th, from 1-3 p.m. for an outdoor gathering at one of our campuses. We'll provide a shady spot and some snacks. You'll just need to bring a chair or blanket, and all of your positive energy!

In order for us to make the best preparations, please respond to this email to let us know if you can be available!

Thanks,
John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Dana Sunshine [REDACTED]@nypl.org>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Jul 26, 2021 at 4:36 PM

I will do my best to be there in person. I am back at work Wednesday, Thursday, Friday but I will try to arrange things. I wonder if an evening timeframe is not possible? I do think and I person meeting is more ideal.

[Quoted text hidden]

[Quoted text hidden]

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Kendra Shedenhelm [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Jul 26, 2021 at 4:36 PM

I'll be there John! Thank you so much for arranging!

Kendra

Sent from my iPhone

On Jul 26, 2021, at 4:23 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Deslyn Dyer [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>
Cc: Elisa Rader [REDACTED]@gmail.com>, Tom Faranda [REDACTED]@aol.com>, Tully McGowan [REDACTED]@gmail.com>

Mon, Jul 26, 2021 at 4:53 PM

Dear John (and Tully):

Thank you so much for this. I will be away on vacation but think it's important to have ongoing opportunities like this for others to come together and share their thoughts and concerns.

Deslyn

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

--

Sent from Google Tablet

Elisa Rader <[REDACTED]@gmail.com>

Mon, Jul 26, 2021 at 5:05 PM

To: Deslyn Dyer <[REDACTED]@gmail.com>

Cc: John Griffiths <john.griffiths@chufsd.org>, Tom Faranda <[REDACTED]@aol.com>, Tully McGowan <[REDACTED]@gmail.com>

I will also be unable to attend in person that day.

Sent from my iPhone

On Jul 26, 2021, at 4:54 PM, Deslyn Dyer <[REDACTED]@gmail.com> wrote:

[Quoted text hidden]

Kira Herbert <kira.herbert@chufsd.org>

Mon, Jul 26, 2021 at 5:20 PM

To: John Griffiths <john.griffiths@chufsd.org>

Dear John,

I am sorry that I will not be able to join in this meeting.

With regret,
Kira Herbert

On Mon, Jul 26, 2021 at 4:23 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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[Quoted text hidden]

Marlena Horton <marlena.Horton@chufsd.org>

Mon, Jul 26, 2021 at 5:26 PM

To: John Griffiths <john.griffiths@chufsd.org>

Hello John-

This is such a great idea, I'm sad to miss it, I leave for Alaska the day before.

I look forward to our meetings in the fall.

I hope you are enjoying your summer.

Marlena

On Mon, Jul 26, 2021 at 4:23 PM John Griffiths <john.griffiths@chufsd.org> wrote:

Dear Equity Stakeholder Team,

There has been a request by team members to set aside time for a summertime conversation. In an earlier email I recommended waiting for further direction from our Board in September. Recent developments, however, have us feeling that an informal gathering could be beneficial.

- In the past few weeks there have been many happenings in other districts in our region about how DEI should best be addressed in their schools. We know Croton-Harmon is on the right path for our students but feel that reflecting on these events could further position us for success.
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In order for us to make the best preparations, please respond to this email to let us know if you can be available!

Thanks,
John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



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[Quoted text hidden]

Tully McGowan [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Jul 26, 2021 at 5:37 PM

John,

Thank you again; I'll be there.
Tully

Tully McGowan

On Jul 26, 2021, at 4:23 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Johanna Mustacchi <johanna.mustacchi@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Jul 26, 2021 at 5:37 PM

Dear John,

I hope this finds you well.

I'm very grateful to have been a part of the Equity Stakeholder team during its first year. Unfortunately, I will not be able to commit the time necessary to continue with the team, and I did not submit my name to be considered for the team this coming school year. I learned a great deal and I am grateful for the resources and discussions. I look forward to joining the rest of the faculty in whatever continued professional development the district provides.

Best regards,
Johanna

Johanna Mustacchi
Media Literacy Teacher
Pierre Van Cortlandt Middle School
3 Glen Place
Croton-on-Hudson, NY 10520
Johanna.Mustacchi@chufsd.org
Pronouns: she/her/hers



Media and Communications Web Page

PVC PRIDE Club Web Page

PVC Home Page

On Mon, Jul 26, 2021 at 4:23 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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[Quoted text hidden]

Maria Modica-Snow [REDACTED]@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Mon, Jul 26, 2021 at 7:08 PM

That sounds great...I've put it on my calendar! I hope you're getting some R&R this summer!!
Maria

On Jul 26, 2021, at 4:23 PM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Jessica Dieckman [REDACTED]@yahoo.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Jul 26, 2021 at 7:28 PM

Hi John,
I'll be there. Count me in with a beach blanket and positive vibes.
—Jessica:)

Sent from my iPhone

On Jul 26, 2021, at 4:23 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Joshua Diamond <joshua.diamond@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Jul 26, 2021 at 7:36 PM

John:

I am curious, who will be the facilitator at this gathering?
Is there an agenda?

Josh

On Mon, Jul 26, 2021 at 4:23 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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Joshua Diamond

Trustee

Croton-Harmon Union Free School District

joshua.diamond@chufsd.org | T 914-486-8282

[Quoted text hidden]

ANDREA FUREY [REDACTED]@msn.com>
To: John Griffiths <john.griffiths@chufsd.org>

Tue, Jul 27, 2021 at 7:52 AM

I should be available. Thanks John!

Get Outlook for iOS

From: John Griffiths <john.griffiths@chufsd.org>
Sent: Monday, July 26, 2021 4:23:21 PM
Subject: Summertime Equity Conversation

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Joshua Diamond <joshua.diamond@chufsd.org>
Bcc: Deborah OConnell <deborah.oconnell@chufsd.org>

Tue, Jul 27, 2021 at 8:45 AM

Here are my initial thoughts. And I am looking forward to ongoing collaboration!

First part of the meeting: There have been many events around DEI/CRT in neighboring school districts this summer. It would be very beneficial for us to learn from these events by people who were involved. We heard at our June board meeting that some of our teammates need to better consider how ideas are presented so that they are tempered and not inciteful. I have invited the founder of Yorktown for Justice to attend this meeting. She is smart, measured, and has been successfully engaging in productive dialogue in these very divisive times. Her leadership at the Lakeland and Yorktown Board Meetings is worth hearing and reflecting upon.

Second is to have our team offer input on a community forum we would like to host on Thursday September 9th. This would be a World Cafe type forum where anyone interested would be able to spend time learning, reflecting, and offering input on the five recommendations from the equity team. We are thinking it would be nice to have members of the Equity Team co-facilitate (with administrators) the five rooms where discussions on each recommendation would occur. Hopefully this will go far in providing our community with a productive venue for this potentially contentious topic AND provide the board with insight on how we consider the best next steps for our future.

Let me know if you want to talk further about this. It would be great to bring together as many internal voices as possible to assure this is a positive experience for all.

~ John

[Quoted text hidden]

Laura Dubak <laura.dubak@chufsd.org>

Tue, Jul 27, 2021 at 8:50 AM

To: John Griffiths <john.griffiths@chufsd.org>

I will be there.

Laura Dubak

Principal
Croton-Harmon High School
Croton-on-Hudson, NY 10520
T: 914-271-2147, ext. 1203



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On Mon, Jul 26, 2021 at 4:23 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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[Quoted text hidden]

Jackie Burton <jackie.burton@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Tue, Jul 27, 2021 at 2:14 PM

Hey John. We will probably talk about this in our meeting today but we should determine how far and wide we want to publicize this gathering, both in advance for those who may want to attend and the recap of what is discussed, as well as possible outcomes and next steps.

Jackie

On Mon, Jul 26, 2021 at 4:23 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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[Quoted text hidden]

Anamika Bhatnagar [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Tue, Jul 27, 2021 at 3:41 PM

Hi John, Glad to hear this conversation is being taken offline, so that it can BE an actual conversation. I'm free on the 12th and look forward to catching up.
All the best,
Anamika

On Mon, Jul 26, 2021 at 4:23 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

claire hilbert [REDACTED]@hotmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Tue, Jul 27, 2021 at 4:52 PM

Hi John, that day & time should work for me, thanks!
Claire Hilbert

Sent from my iPhone

On Jul 26, 2021, at 4:23 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Dana Dago-Clark [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Tue, Jul 27, 2021 at 7:10 PM

Hi John

Thank you for arranging this as I was hopeful we would be able to continue dialogue over the summer. I will plan to attend.

Thank you and hope you are enjoying the summer with your family
Dana

On Mon, Jul 26, 2021 at 4:23 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Kenna Welner [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Aug 2, 2021 at 12:24 PM

Dear Mr. Griffiths,

Thank for arranging this meetup! I will be planning to attend. I am so grateful for all the work administrators are doing in this area! Please let me know if kids will be able to attend, as mine are with me during the day.

All the best,
Kenna Weiner

Sent from my iPhone

On Jul 26, 2021, at 4:23 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

ANDREA FUREY [REDACTED]@msn.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Aug 9, 2021 at 10:39 AM

Hi John! Somehow I missed the details of where.

Hope all is well!

Andrea

Get Outlook for iOS

From: John Griffiths <john.griffiths@chufsd.org>

Sent: Monday, July 26, 2021 4:23:21 PM

Subject: Summertime Equity Conversation

[Quoted text hidden]

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Summertime Equity Conversation

7 messages

John Griffiths <john.griffiths@chufsd.org>

Mon, Aug 9, 2021 at 12:43 PM

Bcc: Ana Teague <ana.teague@chufsd.org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Jerrod Blair <jerrod.blair@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, "Cohen-Furey, Andrea" <[REDACTED]@msn.com>, Kendra Shedenhelm <[REDACTED]@gmail.com>, [REDACTED]@aol.com>, Maria Modica-Snow <[REDACTED]@optonline.net>, Sherry Horowitz <[REDACTED]@aol.com>, [REDACTED].net, Tully McGowan <[REDACTED]@gmail.com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, adam moore <[REDACTED]@gmail.com>, Ale <[REDACTED].com>, Anamika Bhatnagar <[REDACTED]@gmail.com>, Ben Faber <[REDACTED]@gmail.com>, claire hilbert <[REDACTED]@hotmail.com>, Dana Dago-Clark <[REDACTED]@gmail.com>, Dana Sunshine <[REDACTED]@nypl.org>, Deslyn Dyer <[REDACTED]@gmail.com>, Elisa Rader <[REDACTED]@gmail.com>, Elisha Fernandes simpson <[REDACTED]@gmail.com>, [REDACTED]@gmail.com, Jessica Dieckman <[REDACTED]@yahoo.com>, [REDACTED]@gmail.com, Kenna Weiner <[REDACTED]@gmail.com>, Leah O'Donnell <[REDACTED]@gmail.com>, Liz Poling-Hiraldo <[REDACTED]@gmail.com>, Maria Slippen <[REDACTED]@yahoo.com>, Michael Mui <[REDACTED]@me.com>, Sarah Deri Oshiro <[REDACTED]@gmail.com>, [REDACTED]@gmail.com, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED]@aol.com, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED]@gmail.com

Dear Equity Stakeholder Team,

It was wonderful to see how many of us are available this Thursday, August 12th, at 1 PM. We will be meeting in the grassy area behind the District Office at 10 Gerstein Street. Please remember to bring a chair or blanket.

There are two topics that we have identified for this meeting:

- In neighboring school districts, concerns about Critical Race Theory are impacting equity work and have resulted in some contentious summertime events. It is beneficial to learn firsthand from these experiences, and we have invited Marisa Ragonese to attend this meeting. As the founder of Yorktown for Justice, Marisa has been very effective at helping others consider how best to engage in productive dialogue in potentially divisive times, and her leadership at local board meetings is worth hearing and reflecting upon. Our team needs to always facilitate an understanding that fostering the social and emotional wellbeing of every single student is foundational to all of Croton-Harmon's work. Furthermore, learning about equity issues is integral to our key educational directive of developing critical and creative thinkers.
- Secondly, the district would like to host a community forum on equity in our schools. This is currently scheduled for the evening of Thursday, September 9th. During this "World Cafe" type gathering, anyone in our community would be able to spend time learning, reflecting, and offering input on the five recommendations presented by us last June. We would like members of the Equity Team to co-facilitate, with members of our administrative team, the five rooms where discussions on each recommendation would occur. Hopefully this will go far in providing our community with a productive venue for input while also providing the Board with insight on how to best next steps for our future.

As of right now, the forecast is predicting scattered showers, but hopefully we'll be good for an outdoor gathering. If, however, the weather looks at all foreboding, please check back here for updates!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Jennifer Gleason [REDACTED]@gmail.com>
 To: John Griffiths <john.griffiths@chufsd.org>

Mon, Aug 9, 2021 at 1:01 PM

Hi John, I'm looking forward to this meeting, and being a part of this team this year! Since I didn't participate last year, I am ready to listen to the group and learn from the amazing work that has happened so far. I was able to watch the video of the board meeting where the 5 recommendations were presented, but I was wondering if you could share the slides, or an equivalent write up of the recommendations? I just want to refresh my memory.

Thanks so much,
 Jen

[Quoted text hidden]

[Quoted text hidden]

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John Griffiths <john.griffiths@chufsd.org>
 To: Jennifer Gleason [REDACTED]@gmail.com>

Mon, Aug 9, 2021 at 1:16 PM

Here you go! We'll look forward to seeing you.

[Quoted text hidden]

 **Copy of CHUFSD Equity Stakeholder Team BOE Presentation_June 3 2021.pdf**
 386K

Jessica Dieckman [REDACTED]@yahoo.com>
 To: John Griffiths <john.griffiths@chufsd.org>

Mon, Aug 9, 2021 at 1:36 PM

Hi John,

I was surprised to see the involvement of someone from outside the district (besides, of course, an agent from NYU Metro). You describe that Marisa's "leadership at local board meetings is worth hearing and reflecting upon," which makes sense and is completely understandable. But the concept that she would be "helping others consider how best to engage in productive dialogue in potentially divisive times," is confusing. We are all mature adults, who bring quite a lot of experience into an already established discussion. I gathered that we were all doing quite nicely.

It is really necessary, or is it just going to dilute the conversation and blur the objectives? I understand that beyond her school-board activity Marisa has a very specific political angle, as many of our own committee members do, so that confuses the ground we've all gained and can disrupt the familiarity we've developed with each other in our communications. We've made considerable movement over the past year and I simply don't want to see that interrupted unnecessarily.

Sincerely,
Jessica Dieckman

Sent from my iPhone

On Aug 9, 2021, at 12:43 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Jessica Dieckman [REDACTED]@yahoo.com>

Mon, Aug 9, 2021 at 2:04 PM

I appreciate your concern. And of course I respect our membership and their experience. Our experiences do, however, differ and lead to unique beliefs and positions. I am hoping that Marisa's experiences can help us avoid the pitfalls that transpired elsewhere. Rather than "blur the objectives" we need to sharpen our focus. As a "Team" we do need to be sure that, rather than representing individual perspectives, we represent goals for the Croton-Harmon students that are aligned with our district's well-founded mission and vision. Bringing this clarity to the work will hopefully build community understanding and trust while avoiding the unnecessarily divisive and politicized nature this work is unfortunately taking in other places.

~ John

[Quoted text hidden]

[REDACTED].net [REDACTED].net>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Aug 9, 2021 at 2:11 PM

john see you the 12th. looking forward to it.

Tom

Thomas G Faranda, CLU, ChFC

[REDACTED], 132 Maple St., 2nd Fl. Croton, NY 10520

On 2021-08-09 09:43, John Griffiths wrote:

Dear Equity Stakeholder Team,

It was wonderful to see how many of us are available this Thursday, August 12th, at 1 PM. We will be meeting in the grassy area behind the District Office at 10 Gerstein Street. Please remember to bring a chair or blanket.

There are two topics that we have identified for this meeting:

* In neighboring school districts, concerns about Critical Race Theory are impacting equity work and have resulted in some contentious summertime events. It is beneficial to learn firsthand from these experiences, and we have invited Marisa Ragonese to attend this meeting. As the founder of Yorktown for Justice, Marisa has been very effective at helping others consider how best to engage in productive dialogue in potentially divisive times, and her leadership at local board meetings is worth hearing and reflecting upon. Our team needs to always facilitate an understanding that fostering the social and emotional wellbeing of every single student is foundational to all of Croton-Harmon's work. Furthermore, learning about equity issues is integral to our key educational directive of developing critical and creative thinkers.

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As of right now, the forecast is predicting scattered showers, but hopefully we'll be good for an outdoor gathering. If, however, the weather looks at all foreboding, please check back here for updates!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510

[Quoted text hidden]

Jessica Dieckman [REDACTED]@yahoo.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Aug 9, 2021 at 3:32 PM

Hi John,

I completely agree with the prospect of having the team's activity move forward with avoidance of political divisiveness and with common goals. That is primarily why I found the specific choice of bringing in Marisa odd: while she has extensive experience in bullying-studies and social-work coordination (very valuable), her work with the Justice for Yorktown group announces her activism for very particular left-wing partisan political causes – I would be wary of how that could effect a discussion on allowing or dis-allowing certain ideas, it might serve to create more divisiveness. I simply don't think she's an appropriate person to bring in, especially because we already have really strong people on the team, who are very capable of continuing their already-established discussions and addressing all topics internally.

John, I believe that neither you, nor any of the other leadership within CHUFSD, would do anything to veer away from protecting our students at all levels, and protecting their ability to learn, grow and have their voices heard and respected within our community without un-merited negative recourse. I strongly suspect that the examples of division that we have all seen in other regions outside the Croton Harmon community stemmed from the failure of all participants' and stakeholders' perspectives to be heard and included.

Inasmuch as the continued work and goals of the team within the CHUFSD environment are dedicated to protecting students and their individuality, without stifling or restricting any one voice in favor of another, I am, of course, in total agreement and aligned with the CHUFSD mission to think, create, reflect and respect.

Sincerely,
Jessica Dieckman

Sent from my iPhone

On Aug 9, 2021, at 2:04 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]



John Griffiths <John.griffiths@chufsd.org>

Re: Thank you and Update

4 messages

Maria Modica-Snow [REDACTED]@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Fri, Aug 13, 2021 at 12:42 PM

Hi John,

It was GREAT and everything you said was wonderful. Marissa was great as was the discussion around the group and I was very glad that Mary Obermeyer brought up the "elephant in the room".

I was sent a NY Post article "What CRT is Really About" makes very clear what kind of exaggerations and misrepresentations we are up against. As Marissa said, we need to deal in facts, and I'd love to see the "facts" backing up this article!! I'll attach the link to it in case you have time on your hands!! 🐘

Lastly, I want to thank you personally, and tell you (and everyone!) how fortunate we are to have you and the others representing our school District and keeping everything transparent, and starting this process with the community wide forum!! GENIUS!

Last night, with 3 other people, I attended a BOE meeting at Walter Panas to be an additional person on the DEI side when people spoke up. The audience was about split in half, 2 of the pro speakers could be professionals they were so eloquent, and the majority of those in opposition were emotional and some scared. But what really impressed me was the repeated comment about lack of communication between the Board and the residents/parents. It sounds as if they, too, have been working with NYU and Natalie, but it does not sound as if they have involved the community at all!! The way you and your team have been handling this is, I believe, the only way to make progress.

So...Congratulations! I know we have a long way to go, but I see cracks where people are starting to let some light in. (I did change the Discussion Group meeting! And there were 2 regulars and 1 sometime attendees of the Discussion Group on the Stakeholder committee as well, and there yesterday. It was nice to meet them in person as well!!) Have a great weekend!

Maria

<https://nypost.com/2021/05/06/what-critical-race-theory-is-really-about/>

On Aug 12, 2021, at 5:28 PM, John Griffiths <John.Griffiths@chufsd.org> wrote:

Dear Equity Team,

I cannot tell you how wonderful it was to see so many of you this afternoon! It was our first time, ever, convening in person. That, in and of itself, was such a reason to celebrate. I hope you found the conversation rich and the time well spent.

There were many people who were unable to attend, and I promised some of them I would provide a summary of the meeting. If anyone is interested in a follow-up conversation, please do not hesitate to reach out!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



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<CHUFSD Equity Stakeholder Team Minutes 8.12.2021 (2).pdf>

John Griffiths <john.griffiths@chufsd.org>
To: Deborah OConnell <deborah.oconnell@chufsd.org>

Fri, Aug 13, 2021 at 12:48 PM

Just a [REDACTED] FYI...
[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Maria Modica-Snow [REDACTED]@optonline.net>

Fri, Aug 13, 2021 at 2:34 PM

Thanks for your kind words, Maria. And the link is very appreciated. I am very much looking forward to our continued work. We are living in exciting times!

~]
[Quoted text hidden]

Maria Modica-Snow [REDACTED]@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Fri, Aug 13, 2021 at 2:39 PM

Yes, we are! There's a myth that the wish "may you live in interesting times" comes from the Chinese, though no Chinese person I know has been familiar with it. Wherever it comes from, I'm not sure if it's a good wish or a curse!! 😊

On Aug 13, 2021, at 2:34 PM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]



Croton-Harmon Union Free School District

Equity Stakeholder Team

August 12, 2021

In Attendance: Deborah O'Connell, Jerrod Blair, Alice Lee, Kenna Weiner, Kendra Shedenhelm, Andrea Furey, Jessica Dieckman, Laura Dubak, Anamika Bhatnagar, Mary Obermeier, Maria Modica-Snow, Lisa Bogdan, Adam Moore, Tully McGowan, Tom Faranda, Claire Hilbert, Jennifer Gleason, Dana Dago-Clark, John Griffiths, Marisa Ragonese (*guest*)

I. Introductory Remarks

- A. Recap of last year's work and recommendations.
- B. Introduction of guest speaker

II. Guest Speaker

- A. The importance of local cultural context
- B. Establishing community norms prior to discussing information
- C. NYS CR-SE Framework is guidance, not the course of action - this is determined locally
- D. Stress fact-based conversations during public commentary, especially with the BOE
- E. Articulate goals developed from the Framework
- F. Utilize peer-reviewed research
 1. School climate is a great place to start - climate is a great indicator
 - a) School climate data can be achieved through many ways
 - (1) ThoughtExchange
 - (2) Panorama (*similar to K12 Insights we have previously used*)

III. Grounding Our Efforts to Ongoing District Work

- A. Our work is rooted in the social emotional well-being of every child
 1. Without this wellness, Maslow determined that learning is compromised, so foundational to our work is that it values every student
 2. Everything is to be presented in a culture of respect
- B. Connection between our commitment to critical thinking through problem solving
 1. Our work is intended to illuminate our Strategic Coherence Plan
 2. Curriculum work should deepen our goal of developing critical thinkers
 - a) Intrinsic to critical thinking is the ability to investigate and understand multiple perspectives
 - b) Intrinsic to critical thinking is the ability to formulate and justify one's thinking
 - c) This is already built into the CHUFSD Rubrics

IV. Next Steps

- A. Invite the community to the World Cafe on September 9, 2021
 1. Hear recommendations from the equity team
 2. We always value community input - Every voice matters



John Griffiths <john.griffiths@chufsd.org>

Thank you and Update

8 messages

John Griffiths <john.griffiths@chufsd.org> Thu, Aug 12, 2021 at 5:28 PM
 Bcc: adam moore [REDACTED]@gmail.com>, Ale [REDACTED].com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Ana Teague <ana.teague@chufsd.org>, Anamika Bhatnagar [REDACTED]@gmail.com>, "Cohen-Furey, Andrea" [REDACTED]@msn.com>, Ben Faber [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Deslyn Dyer [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Elisha Fernandes simpson [REDACTED].org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Jennifer Gleason [REDACTED]@gmail.com>, Jerrod Blair <jerrod.blair@chufsd.org>, Jessica Dieckman [REDACTED]@yahoo.com>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, [REDACTED]@gmail.com, Kate Bretas <kbretas.23@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, Kenna Weiner [REDACTED]@gmail.com>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Leah O'Donnell [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Maria Modica-Snow [REDACTED]@optonline.net>, Maria Slippen [REDACTED]@yahoo.com>, Marlena Horton <marlena.horton@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, [REDACTED]@aol.com, Michael Mui [REDACTED]@me.com>, Michael Plotkin <michael.plotkin@chufsd.org>, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, Sarah Deri Oshiro [REDACTED]@gmail.com>, Sherry Horowitz [REDACTED]@aol.com>, [REDACTED].net, Tully McGowan [REDACTED]@gmail.com>, [REDACTED]@gmail.com, [REDACTED]@gmail.com, Sarah Carrier <sarah.carrier@chufsd.org>

Dear Equity Team,

I cannot tell you how wonderful it was to see so many of you this afternoon! It was our first time, ever, convening in person. That, in and of itself, was such a reason to celebrate. I hope you found the conversation rich and the time well spent.

There were many people who were unable to attend, and I promised some of them I would provide a summary of the meeting. If anyone is interested in a follow-up conversation, please do not hesitate to reach out!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



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106K

sherilyn505 [REDACTED]@aol.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Aug 12, 2021 at 5:35 PM

I would love to receive a summary of the meeting, John.

Thanks in advance, Sherry

Sent from my Verizon, Samsung Galaxy smartphone
[Quoted text hidden]

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Jessica Dieckman [REDACTED]@yahoo.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Aug 12, 2021 at 5:56 PM

Hi John,

It was so nice being in person! I enjoyed our meeting too. I have made new friends from our team which I'm very thankful for. As much as these are hard conversations to have, they are of vital importance to our children's future. As long as people follow and go beyond the golden rule we spoke of.

Please absolutely count me in if a follow/up meeting happens in the future. Also for my records, and to help me gauge our progress, please email me a copy of the forthcoming summary you described of our meeting for today. It's important to keep those details fresh in my mind as well.

Thanks so much and enjoy the remainder of your Summer. I look forward to continuing our Equity team work next school year too.

Sincerely,
Jessica Dieckman

Sent from my iPhone

On Aug 12, 2021, at 5:28 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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<CHUFSD Equity Stakeholder Team Minutes 8.12.2021 (2).pdf>

Tully McGowan [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Aug 12, 2021 at 6:27 PM

John,

Thank you for your leadership and hosting today. I so appreciate both.

Tully

Tully McGowan | 206.348.8703

On Aug 12, 2021, at 5:28 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

claire hilbert [REDACTED]@hotmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Aug 12, 2021 at 10:16 PM

Dear John,

Thanks so much for making today's meeting happen. There was a pleasant tone and overall vibe that I appreciated.. I must report feedback after the meeting- I found certain people to feel one person offended another and led that person to sound defensive, and another person entirely seemed to feel so deterred by how the tone got that she wondered if she'd ever come back - I won't mention any names but felt it might be helpful to share with you since you are the main one running the meetings .. also, all but one of the people I mentioned were there for their first time. All this made me think how it may be truly important to state the civility rules at the outset, possibly throughout, and perhaps end with a restatement of those rules of civility, especially since going forward not everyone will have had the "training" our initial group got (people will be coming in with different ideas and ideals so to create a common ground I guess that civility thing can put everyone on the same field) - kind of like one guest said and another also seemed to say of her group. Also, when it was getting a bit too militant at some other meetings I felt there was nothing at all I could add so I just listened.. this person today who seemed questioning whether to come felt when one person speaks others should just listen, not try to defend, or get into things with their responses... but we are a diverse group and not everyone is thinking alike. This is the challenge and also the gift I'd say. Lastly, I must say I liked the kinship I felt after the meeting with people who went through the past year together, probably because we are now on a certain similar level of understanding, which felt comfortable, and I could see how whenever a group (or society) allows new entrants, there's that integration that must take place so everyone can get along, and that's true for our group as well as our society at large (and it's behind the very reason a DEI-type committee even exists).

That was a long paragraph, but I just felt like saying those things, sharing my insights from today. Thanks if you read to the end!

Claire

Sent from my iPhone

On Aug 12, 2021, at 5:28 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: **claire hilbert** [REDACTED]@hotmail.com>

Fri, Aug 13, 2021 at 3:37 PM

Thank you so much for this feedback, Claire. It is invaluable and so deeply appreciated. It would be wonderful if you could find an appropriate way to capture this in the ThoughtExchange I just emailed. I think it would be powerful for our group to reflect upon.

~ John

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: **Tully McGowan** [REDACTED]@gmail.com>

Fri, Aug 13, 2021 at 3:38 PM

It was good to see you, Tully. I truly appreciate your contributions and am so glad you are on this team!

Have a great weekend,
J

[Quoted text hidden]

claire hilbert [REDACTED]@hotmail.com>
To: **John Griffiths** <john.griffiths@chufsd.org>

Sat, Aug 14, 2021 at 10:43 AM

Ok thanks, I'll check it out and see!

Sent from my iPhone

On Aug 13, 2021, at 3:37 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Equity Team Invite to help facilitate our World Café

18 messages

John Griffiths <john.griffiths@chufsd.org>

Mon, Aug 30, 2021 at 3:39 PM

Bcc: Ana Teague <ana.teague@chufsd.org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Jerrod Blair <jerrod.blair@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, "Cohen-Furey, Andrea" <[REDACTED]@msn.com>, Kendra Shedenhelm <[REDACTED]@gmail.com>, [REDACTED] <[REDACTED]@aol.com>, Maria Modica-Snow <[REDACTED]@optonline.net>, Sherry Horowitz <[REDACTED]@aol.com>, [REDACTED] <[REDACTED].net>, Tully McGowan <[REDACTED]@gmail.com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, adam moore <[REDACTED]@gmail.com>, Ale <[REDACTED].com>, Anamika Bhatnagar <[REDACTED]@gmail.com>, Ben Faber <[REDACTED]@gmail.com>, claire hilbert <[REDACTED]@hotmail.com>, Dana Dago-Clark <[REDACTED]@gmail.com>, Dana Sunshine <[REDACTED]@nypl.org>, Deslyn Dyer <[REDACTED]@gmail.com>, Elisa Rader <[REDACTED]@gmail.com>, Elisha Fernandes simpson <[REDACTED].org>, Jennifer Gleason <[REDACTED]@gmail.com>, Jessica Dieckman <[REDACTED]@yahoo.com>, [REDACTED] <[REDACTED]@gmail.com>, Kenna Weiner <[REDACTED]@gmail.com>, Leah O'Donnell <[REDACTED]@gmail.com>, Liz Poling-Hirald <[REDACTED]@gmail.com>, Maria Slippen <[REDACTED]@yahoo.com>, Michael Mui <[REDACTED]@me.com>, Sarah Deri Oshiro <[REDACTED]@gmail.com>, [REDACTED] <[REDACTED]@gmail.com>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED] <[REDACTED]@aol.com>, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, [REDACTED] <[REDACTED]@gmail.com>

Dear Equity Stakeholder Team,

We would like to invite those of you who were very involved in the creation of our recommendations to consider helping us facilitate our World Cafe on September 9th from 6-7:45 PM. The evening will begin with a whole group overview of last year's work and an introduction to our five recommendations.

All attendees will then be divided into five groups and visit one of the assigned outdoor stations for each recommendation. Participants will meet the facilitators and review the recommendation. The facilitators will be there to answer any questions that the participants may have specific to the work of the Equity Stakeholder Team or the recommendation. Each participant will record their thoughts specific to hopes for the recommendation; concerns with the recommendation or any additional information the participant would like to share specific to the recommendation. Every fifteen minutes they will transition to the next recommendation.

If you are available and interested in assisting us on the 9th, please fill in this quick interest survey no later than this Wednesday, September 1st.

Thank you,
John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



claire hilbert [REDACTED]@hotmail.com>
 To: John Griffiths <john.griffiths@chufsd.org>

Mon, Aug 30, 2021 at 4:45 PM

Thanks John,
 I am not one of the ones most active but anyway, I'll be away that week so leave it to others to facilitate. Was sorry I'll have to miss.
 Claire Hilbert

Sent from my iPhone

On Aug 30, 2021, at 3:39 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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[REDACTED] net [REDACTED] net>
 To: John Griffiths <john.griffiths@chufsd.org>

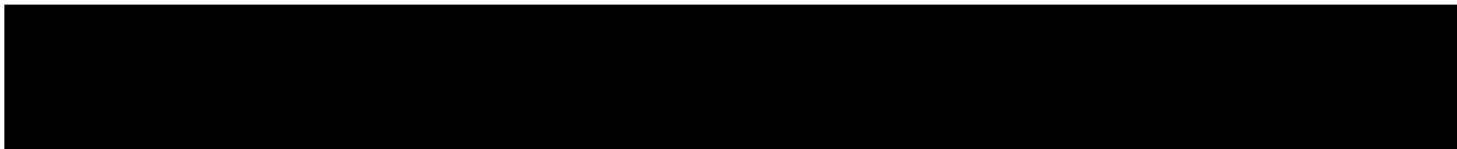
Mon, Aug 30, 2021 at 5:51 PM

John I submitted the form and am happy to help with anything - or if not needed, just participate.

Tom

Thomas G Faranda, CLU, ChFC

[REDACTED]
 [REDACTED] 132 Maple St., 2nd Fl. Croton, NY 10520



On 2021-08-30 12:39, John Griffiths wrote:

Dear Equity Stakeholder Team,

We would like to invite those of you who were very involved in the creation of our recommendations to consider helping us facilitate our World Cafe on September 9th from 6-7:45 PM. The evening will begin with a whole group overview of last year's work and an introduction to our five recommendations.

All attendees will then be divided into five groups and visit one of the assigned outdoor stations for each recommendation. Participants will meet the facilitators and review the recommendation. The facilitators will be there to answer any questions that the participants may have specific to the work of the Equity Stakeholder Team or the recommendation. Each participant will record their thoughts specific to hopes for the recommendation; concerns with the recommendation or any additional information the participant would like to share specific to the recommendation. Every fifteen minutes they will transition to the next recommendation.

If you are available and interested in assisting us on the 9th, please fill in this quick interest survey [1] no later than this Wednesday, September 1st.

Thank you,
John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510

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Links:

[1] https://docs.google.com/forms/d/e/1FAIpQLSelvfBXnlQrezhrU9oB6v2z7ZMUHDbuqqKNjU6BsSVExYtVcg/viewform?usp=sf_link

Deslyn Dyer [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Tue, Aug 31, 2021 at 10:22 AM

Hi John, I am happy to participate.

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

--
Sent from Google Tablet

John Griffiths <john.griffiths@chufsd.org>
To: Deslyn Dyer [REDACTED]@gmail.com>

Tue, Aug 31, 2021 at 11:06 AM

Were you able to access the sign-up form?

https://docs.google.com/forms/d/e/1FAIpQLSelvfBXnlQrezhrU9oB6v2z7ZMUHDbuqqKNjU6BsSVExYtVcg/viewform?usp=sf_link

[Quoted text hidden]

Deslyn Dyer [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Tue, Aug 31, 2021 at 12:46 PM

I just did, thanks!

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Deslyn Dyer [REDACTED]@gmail.com>

Tue, Aug 31, 2021 at 1:28 PM

Great, thank you.

[Quoted text hidden]

Anamika Bhatnagar [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Sep 1, 2021 at 2:21 PM

Dear John,

Thank you for the invitation to participate in the World Cafe event on September 9th. I'm writing to express some specific concerns about the event itself and about task force members' potential participation.

First, a significant number of task force members were unable to attend the end-of-summer in-person meeting where this event was first introduced to us. Even though I did attend that session, it's not clear to me how the district came to the decision to hold this event during the second week of school (on the fourth day of school, during a two-day week, to be precise), and how the meeting format was determined. Regardless, it feels as if we are rushing ahead to engage with the larger school community and general Village public before having an internal task-force conversation about our collective aims, the tactics we feel comfortable using to further them, and any unified messaging we'd like to use when engaging with the community at large. My sense from talking to task force members after the August meeting and from reviewing the Thoughtexchange feedback is that more internal discussion is needed before we take these proposals, which we have already presented to the BOE, to the general public for feedback.

Second, I'm concerned that the proposed format of this event -- an in-person outdoor event on school grounds (unclear where the initial presentation will take place, indoors or outdoors?) -- will expose the task force and district to criticism that might impede our progress on this issue. If the district is not allowing parents to gather on-site for events like back-to-school night, some might ask, why are we allowing people to come in-person to a "diversity event"? To me, the optics are not ideal here, and the takeaway might be that a "diversity event" is getting special treatment. I'm also concerned that asking volunteer task force members to individually meet and interface with the community without the concrete partnership of district representatives could potentially expose task force members to psychological and/or physical harm.

Bias crimes and verbal assaults against people of color continue to occur with regularity in New York State, and I don't feel comfortable putting my body in the path of someone who might have an axe to grind about DEI issues.

I support the work of the task force, and I'd like to remain an active participant in the group's efforts going forward, but I ask that the district consider postponing this event until the full task force can participate in the discussion about next steps. If you'd like to discuss any of this further, please feel free to give me a call at [REDACTED].

Sincerely,
Anamika Bhatnagar

On Mon, Aug 30, 2021 at 3:39 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Deborah OConnell <deborah.oconnell@chufsd.org>

Wed, Sep 1, 2021 at 2:25 PM

Please read and let's talk.

[Quoted text hidden]

Maria Modica-Snow [REDACTED]@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Wed, Sep 1, 2021 at 7:08 PM

Hi John,
I don't feel as if I was involved enough in any of the recommendations to help facilitate conversation or answer questions, but I would like to attend. For that reason, I didn't fill out the survey; I suspect (hope!) that enough people who were more involved in the discussions will reply positively.
With that said, may I just attend?
Thanks,
Maria

On Aug 30, 2021, at 3:39 PM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Maria Modica-Snow [REDACTED]@optonline.net>

Thu, Sep 2, 2021 at 9:18 AM

Yes, please attend. We have received word from enough facilitators, so we are set!

[Quoted text hidden]

Maria Modica-Snow [REDACTED]@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Thu, Sep 2, 2021 at 9:24 AM

Great!!! 🤔 BUT, I have not seen anything publicized about the meeting other than your email. I hope it's out there and I've just missed it? For example...I don't even know for sure where the event will take place...
Maria

On Sep 2, 2021, at 9:19 AM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Maria Modica-Snow [REDACTED]@optonline.net>

Thu, Sep 2, 2021 at 10:55 AM

We have a special edition of our CrotonConnections dedicated to Equity going out via email today.

~ John

[Quoted text hidden]

Maria Modica-Snow [REDACTED]@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Thu, Sep 2, 2021 at 2:28 PM

Perfect, thank you!!

On Sep 2, 2021, at 10:55 AM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]

Maria Modica-Snow [REDACTED]@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Sun, Sep 5, 2021 at 2:26 PM

Hi John,
I never got anything...I guess I'm not on that email group? If possible, would you have someone send it to me? I wonder if any other committee members are not on the list either.
Thanks,
Maria

On Sep 2, 2021, at 10:55 AM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]

Tully McGowan [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Sep 6, 2021 at 7:52 PM

John,

I've been offline for the past week so am only now getting the note below, past the deadline.
I'm sorry about that.

If you still need help this week, let me know and I'll be there.

Tully

Tully McGowan [REDACTED]

On Aug 30, 2021, at 3:39 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>

Mon, Sep 6, 2021 at 9:39 PM

6/22/22, 12:05 PM

Croton Harmon School District Mail - Equity Team Invite to help facilitate our World Café

To: Tully McGowan [REDACTED]@gmail.com>

Hi Tully,

We'd love to have you join us. I'll send you the email with details, and you can fill-in wherever there is need/interest.

~ John

[Quoted text hidden]

Tully McGowan [REDACTED]@gmail.com>

Tue, Sep 7, 2021 at 2:12 PM

To: John Griffiths <john.griffiths@chufsd.org>

John,

Sounds great; I'll be there. Thank you!

Tully

[Quoted text hidden]

--

Tully S. McGowan [REDACTED]



John Griffiths <john.griffiths@chufsd.org>

10/9 World Café Assignments

11 messages

John Griffiths <john.griffiths@chufsd.org> Fri, Sep 3, 2021 at 5:35 PM
 To: Jerrod Blair <jerrod.blair@chufsd.org>, Anamika Bhatnagar [REDACTED]@gmail.com>, Dana Sunshine [REDACTED]@nypl.org>, [REDACTED].net, adam moore [REDACTED]@gmail.com>, Michael Plotkin <michael.plotkin@chufsd.org>, Deslyn Dyer [REDACTED]@gmail.com>, Ben Faber [REDACTED]@gmail.com>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.Horton@chufsd.org>, Mark Maxam <mark.maxam@chufsd.org>, Michael Mui [REDACTED]@me.com>, Kenna Weiner [REDACTED]@gmail.com>
 Cc: John Griffiths <john.griffiths@chufsd.org>, Deborah OConnell <deborah.oconnell@chufsd.org>

Dear Equity Team Members,

Thank you for agreeing to be a part of our Equity World Cafe next Thursday Evening, September 9th. Please find a schedule and overview of the evening here. We ask you to kindly arrive at 5:30 so that we can quickly orient ourselves prior to the 6 p.m. start time.

The facilitator assignments will be as follows:

"Climate Consciousness"

- Jerrod Blair
- Anamika Bhatnagar
- Dana Moldovan

"Hiring and Retention Practices"

- John Griffiths
- Tom Faranda
- Adam Moore

"Curriculum"

- Michael Plotkin
- Deslyn Dyer
- Benjamin Faber

"Professional Development"

- Kerri Bianchi
- Kira Herbert
- Marlena Horton

"Community Engagement"

- Mark Maxam
- Michael Mui
- Kenna Weiner

It is important to remember that our role is solely to answer any questions that the participants may have specific to the work of the Equity Stakeholder Team or clarify the intent of the recommendation. I ask everyone to stay away from any editorializing, as that may impede the flow of open feedback!

Please be in touch with any questions. And, once again, THANK YOU - and have a great long weekend!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Anamika Bhatnagar [REDACTED]@gmail.com>
 To: John Griffiths <john.griffiths@chufsd.org>

Fri, Sep 3, 2021 at 5:42 PM

Dear John, Thanks for this! I've been on a work deadline all day but I did see the Equity Edition email and it does indeed clarify things. Your email here also reminds the group to listen, and not to editorialize, which I also appreciate!
 See you next week,
 Anamika

[Quoted text hidden]

[Quoted text hidden]

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John Griffiths <john.griffiths@chufsd.org>
 To: Anamika Bhatnagar [REDACTED]@gmail.com>

Fri, Sep 3, 2021 at 5:45 PM

Great, thanks Anamika!

[Quoted text hidden]

Michael Mul [REDACTED]@me.com>
 To: John Griffiths <john.griffiths@chufsd.org>

Fri, Sep 3, 2021 at 5:54 PM

John,

Thank you for the information, [REDACTED]

forward to next week.

[REDACTED] Thanks and I am looking

Mike

On Sep 3, 2021, at 5:35 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Michael Mui [REDACTED]@me.com>

Fri, Sep 3, 2021 at 6:31 PM

Of course, no problem at all! I hope the recovery has been going well for you.

[Quoted text hidden]

Deslyn Dyer [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Fri, Sep 3, 2021 at 8:17 PM

Thank you, John. Noted well.

On Fri, Sep 3, 2021 at 5:35 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Sent from Google Tablet

Kira Herbert <kira.herbert@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Sat, Sep 4, 2021 at 9:07 AM

Hi John,

This looks great. Where should we meet on Thursday evening? I assume the high school but is there a room to gather in or just out front.

Thanks,
Kira

On Fri, Sep 3, 2021 at 5:35 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Kira Herbert <kira.herbert@chufsd.org>

Sat, Sep 4, 2021 at 2:39 PM

Right out front! Hope you're having a great weekend.

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Tully McGowan [REDACTED]@gmail.com>

Mon, Sep 6, 2021 at 9:40 PM

[Quoted text hidden]

Tully McGowan [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>
Cc: mark.maxam@chufsd.org, [REDACTED]@me.com, Kenna Weiner [REDACTED]@gmail.com>

Tue, Sep 7, 2021 at 2:19 PM

John,

Thank you for allowing my late participation.

I'll see you and the team this Thursday, and am happy to slot in wherever I'm needed most, but without guidance would opt to join my "community engagement" teammates (cc'd), if they'll have me. I'm most familiar with those recommendations having been in that working group. Your points on editorializing are noted and well taken.

Regards,

Tully

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

--
Tully S. McGowan [REDACTED]

Kenna Weiner [REDACTED]@gmail.com>
To: Tully McGowan [REDACTED]@gmail.com>
Cc: John Griffiths <john.griffiths@chufsd.org>, mark.maxam@chufsd.org, [REDACTED]@me.com

Tue, Sep 7, 2021 at 4:05 PM

Hi Tully,
It would be a pleasure to have you join the community engagement group.

Looking forward to seeing everyone on Thursday!
Kenna Weiner

Sent from my iPhone

On Sep 7, 2021, at 2:19 PM, Tully McGowan [REDACTED]@gmail.com> wrote:

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Equity Stakeholder Team Update

13 messages

John Griffiths <john.griffiths@chufsd.org>

Wed, Sep 15, 2021 at 4:52 PM

Bcc: adam moore [REDACTED]@gmail.com>, Ale [REDACTED].com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Ana Teague <ana.teague@chufsd.org>, Anamika Bhatnagar [REDACTED]@gmail.com>, "Cohen-Furey, Andrea" [REDACTED]@msn.com>, Ben Faber [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Deslyn Dyer [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Elisha Fernandes simpson [REDACTED].org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Jennifer Gleason [REDACTED]@gmail.com>, Jerrod Blair <jerrod.blair@chufsd.org>, Jessica Dieckman [REDACTED]@yahoo.com>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, [REDACTED]@gmail.com, Kate Bretas <kbretas.23@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, Kenna Weiner [REDACTED]@gmail.com>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Leah O'Donnell [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Maria Modica-Snow [REDACTED]@optonline.net>, Maria Slippen [REDACTED]@yahoo.com>, Mardena Horton <mardena.horton@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, [REDACTED]@aol.com, Michael Mui [REDACTED]@me.com>, Michael Plotkin <michael.plotkin@chufsd.org>, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, Sarah Deri Oshiro [REDACTED]@gmail.com>, Sherry Horowitz [REDACTED]@aol.com>, [REDACTED].net, Tully McGowan [REDACTED]@gmail.com>, [REDACTED]@gmail.com, [REDACTED]@gmail.com, Kathleen Reddy Guidry [REDACTED]@gmail.com>

Dear Equity Stakeholder Team,

As you know, we held our "Continuing the Equity Conversation" event for our community last week. The turnout allowed for the surfacing of diverse points of view, and the setting allowed for deep and respectful discussions of those views. We would love to bring together our entire team so that all who were in attendance can provide an update on the event. We have set aside 3:30-4:30 p.m. next Thursday, September 23rd, for a virtual meeting via Zoom (<https://zoom.us/j/99096427314>). I hope we see you there!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Kathleen Reddy Guidry [redacted]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Sep 15, 2021 at 5:07 PM

Hello John,

I will try my best to make it to this meeting [redacted]

Thank you,
Kathleen

[Quoted text hidden]

[Quoted text hidden]

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John Griffiths <john.griffiths@chufsd.org>
To: Kathleen Reddy Guidry [redacted]@gmail.com>

Wed, Sep 15, 2021 at 5:25 PM

Thanks Kathleen! Oh, the busy lives we live...

[Quoted text hidden]

Sarah Deri Oshiro [redacted]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Sep 16, 2021 at 11:55 AM

Hi John,

Is there an opportunity for new folks to join the Equity Stakeholder Team? I know two CHUFSD parents who are interested:

Deanna Fei (new to croton), CET and PVC parent: [redacted]@gmail.com
Nermeen Arastu, CET and PVC parent: [redacted]@gmail.com

Thanks in advance,
Sarah

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Sarah Deri Oshiro [redacted]@gmail.com>

Fri, Sep 17, 2021 at 8:24 AM

Please have them reach out to me. I'd be happy to open it up to them.

~ John

[Quoted text hidden]

Elisa Rader [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Sep 23, 2021 at 9:20 AM

Hi there. I hope you're well. I was just wondering if the team meetings will be on Thursdays or on Tuesdays as they were last year? Thursdays are difficult for me because I have my kids and with after school activities it's a bit dicey. I will be able to make it today but will probably have to switch between my computer and phone to make a pick up. I'm committed to the team but would love Tuesday meetings. Thanks and see you later!

Sent from my iPhone

On Sep 15, 2021, at 4:53 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Elisa Rader [REDACTED]@gmail.com>

Thu, Sep 23, 2021 at 1:53 PM

We haven't established a schedule for this year. I'll fill everyone in on where we are this afternoon.

[Quoted text hidden]

Elisa Rader [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Sep 23, 2021 at 2:10 PM

Wonderful. See you soon.

Sent from my iPhone

On Sep 23, 2021, at 1:53 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

adam moore [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Sep 23, 2021 at 3:06 PM

Sorry can't join today.
See you next time,
Adam

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: adam moore [REDACTED]@gmail.com>

Thu, Sep 23, 2021 at 3:06 PM

No worries. Thanks for letting me know.

[Quoted text hidden]

Deslyn Dyer [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Sep 23, 2021 at 3:24 PM

Hi John. I hoped to be able to leave work in time to participate but couldn't manage that. So I will be on but off screen. Will be able to listen and will pipe in if able.

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

Sent from Google Tablet

John Griffiths <john.griffiths@chufsd.org>
To: Deslyn Dyer [REDACTED]@gmail.com>

Thu, Sep 23, 2021 at 3:30 PM

No worries.

[Quoted text hidden]

Deslyn Dyer [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Sep 23, 2021 at 7:00 PM

I am sorry to always get so worked up at the meetings. I will practice shortening my responses. Thank you for spearheading these — it's such an important forum for all of us.

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Recap of ongoing equity work

7 messages

John Griffiths <john.griffiths@chufsd.org> Wed, Dec 8, 2021 at 11:59 AM
 Bcc: adam moore [REDACTED]@gmail.com>, Ale [REDACTED].com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Ana Teague <ana.teague@chufsd.org>, Anamika Bhatnagar [REDACTED]@gmail.com>, "Cohen-Furey, Andrea" [REDACTED]@msn.com>, Ben Faber [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Deslyn Dyer [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Elisha Fernandes simpson [REDACTED].org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Jennifer Gleason [REDACTED]@gmail.com>, Jerrod Blair <jerrod.blair@chufsd.org>, Jessica Dieckman [REDACTED]@yahoo.com>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, [REDACTED]@gmail.com, Kate Bretas <kbretas.23@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, Kenna Weiner [REDACTED]@gmail.com>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Leah O'Donnell [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Maria Modica-Snow [REDACTED]@optonline.net>, Maria Slippen [REDACTED]@yahoo.com>, Marlena Horton <marlena.horton@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, [REDACTED]@aol.com, Michael Mui [REDACTED]@me.com>, Michael Plotkin <michael.plotkin@chufsd.org>, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, Sarah Deri Oshiro [REDACTED]@gmail.com>, Sherry Horowitz [REDACTED]@aol.com>, [REDACTED].net, Tully McGowan [REDACTED]@gmail.com>, [REDACTED]@gmail.com, [REDACTED]@gmail.com, Kathleen Reddy Guidry <kathleen.reddy@gmail.com>, Deanna Fei <deanna.fe@gmail.com>, Becky [REDACTED]@optonline.net>, cathy c [REDACTED]@hotmail.com>, Erica Laudon [REDACTED]@gmail.com>, Stephen Walker [REDACTED]@gmail.com>

Dear Equity Stakeholder Team Members,

Although we have not formally convened in a while, it has been an eventful Fall. Thank you for taking a moment to review this recap of events.

BOARD OF ED STUDY SESSION - We are so thankful to the Board of Education for their support of our recommendations. After administrative and legal review, they did undergo some tweaking from our original presentation in June:

- **School Climate Consciousness:** In order to develop climate consciousness, students, parents, educators, and the community must feel safe, supported, and able to learn and grow together over time in CHUFSD. In order for this to happen, for this assessment of, and response to, the pulse of the lived experiences of district community members, individuals must feel heard and represented, and confident that their story matters.
- **Hiring and retention practices:** If we want our graduates to contribute to a world that is increasingly more equitable and diverse, we need the environments in which they learn to be a microcosm of that world. Our schools must be a place where all students can see themselves reflected in terms of race, ethnicity, gender, sexuality, religion, language, and ability, in the adult world around them. Every child should have adults with whom they can identify.
- **Curriculum:** We must strive for a representative, responsive curriculum that attends to the race, ethnicity, language, country of origin, gender, sexuality, ability, culture, and religion of Croton-Harmon students and the community at large, while supporting teachers to create culturally responsive classrooms. This approach must include a welcoming and affirming environment, high expectations

through rigorous instruction, inclusive curriculum and assessments, and ongoing professional learning aligned with the New York State Culturally Responsive-Sustaining Education Framework (2019).

- **Professional development:** Embed professional development opportunities for all district staff to develop an equity lens. There is a need to be slow and thoughtful in our work and process while at the same time acknowledging that there is an urgency to the work for our students. Through professional development and coaching, our staff will develop shared language, practices, understanding, and tools and grow as teachers and learners.
- **Parent, guardian, & community engagement:** We want our children, parents, and community to have access to the full and diverse perspectives that exist within our growing community to learn from each other, and to feel and be included in their education through active engagement.

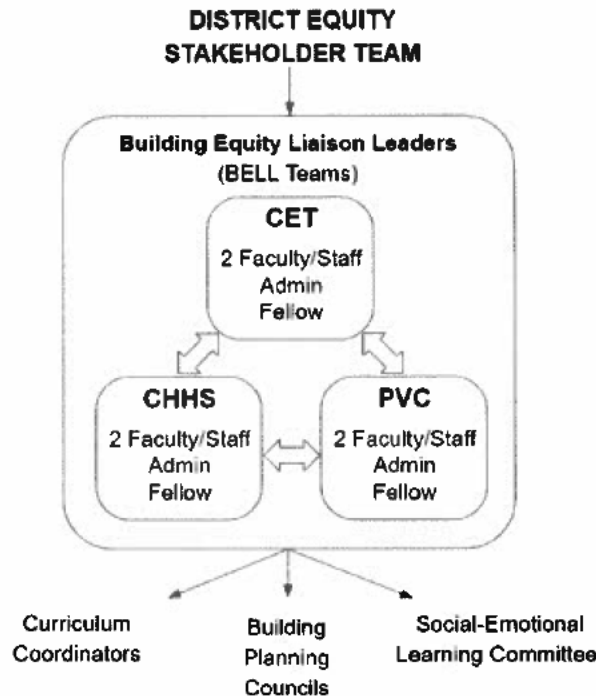
The BOE should create a policy that clearly states how we intend to (a) listen, (b) communicate, and (c) co-design an engagement strategy for the benefit of students, parents/guardians, and community members at large. The policy should include but not be limited to:

- Offering multiple forms of listening (town halls, emails, posters, multiple languages);
- Varied events and timing with responsive communication; and
- Periodic review of the policy based on student, parent, community feedback.

[Click here for the entire Work Session Presentation](#)

THANK YOU - Many of you were present at this work session, and your presence was impactful and so deeply appreciated. Your ongoing attendance and advocacy for our work at subsequent meetings is also something that truly makes a difference. I continue to have such gratitude for the time and dedication being put into our efforts.

BUILDING EQUITY TEAMS - Throughout the first semester, our administrative team has been working on the goals we created - particularly the structures that need to be put into place to support our recommendations. A vital structure was the composition of what was originally referred to as our Building Equity Teams. After many iterations we have landed on a model we call Building Equity Liaison Leaders, or our BELL Team.



The BELL Team would consist of twelve individuals, four at each building, who are committed to realizing our goals for their building. Note that a "Fellow" is a teacher leadership position we currently have in place. As the model hopefully communicates, this structure allows the BELL Team to be a conduit between the district visioning we conduct, and the "boots on the ground" work that happens at the building level through the bottom three entities.

UPCOMING PARENT UNIVERSITY - I am also happy to announce that we have been working with the district's Social-Emotional Learning Committee to sponsor a Parent University around the topic of Equity. I believe it will go far in launching our fifth recommendation on *parent, guardian, and community engagement*.

We have invited Melle Powers to facilitate two sessions on January 11th and 25th at 7PM via Zoom. Our working title for the series is "*Reflecting on our Stories: How to have healthy conversations with our children about race.*" The first session would be an examination of personal identity and communities of belonging. It will be centered on how the stories we tell give us a sense of who we are and how they are connected to narratives that have an impact on culture. This will springboard us into a second session that will help parents build a toolkit of how to comfortably speak with their children when the conversation turns to difficult topics.

CONSULTANT UPDATE - With Natalie Zwerger no longer working at the Metro Center, another facet of our administrative efforts has been to identify another consultant. There are, obviously, many factors we have been considering as we meet with prospective consultants, and the current demand for equity work in schools has presented us with additional, unexpected factors. I wish I had an announcement to make at this time, but after interviewing six candidates, we have yet to identify an individual.

IN CLOSING - As you know, the district is experiencing a transition with the retirement of Dr. O'Connell. Her dedication and advocacy for our equity work has positioned us so nicely for our future. I've been engaging our new superintendent, Stephen Walker, in ongoing conversations on the status of our equity work. I know he is excited to meet all of you as we continue our good work in the new calendar year.

If you are celebrating a holiday season, I hope it is festive and peaceful. I look forward to seeing all of you soon!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Kendra Shedenhelm [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Dec 8, 2021 at 12:30 PM

Thanks so much, John!!!

Kendra

[Quoted text hidden]

[Quoted text hidden]

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Tully McGowan [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Dec 8, 2021 at 2:51 PM

Thank you, John.

This update is detailed and appreciated.

One detail that I, and I suspect other stakeholder group members would appreciate is when exactly and how we'll be meeting next, and where we can help in the ongoing efforts to inform and implement policies, perhaps even in advance of

the selection of a new 3rd party consultant. I look forward to that update early next year or as soon as you have specificity you can share with the whole group.

Have a great holiday season.

Best,

Tully

Tully McGowan [REDACTED]

On Dec 8, 2021, at 12:00 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Jackie Burton <jackie.burton@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Dec 9, 2021 at 8:45 AM

Good morning! Would you like me to include an update in our next issue of Croton Connections?

On Wed, Dec 8, 2021 at 12:00 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Jackie Burton <jackie.burton@chufsd.org>

Thu, Dec 9, 2021 at 9:06 AM

Let's discuss!

[Quoted text hidden]

Jackie Burton <jackie.burton@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Dec 9, 2021 at 9:29 AM

That would be great. Want to chat tomorrow? Or next week?

[Quoted text hidden]

Jessica Dieckman [REDACTED]@yahoo.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Dec 9, 2021 at 10:31 AM

Thank you for the update John! I wish you and your family a very Merry Christmas and a Happy New Year. See you in the new year school year!
Peace,

Jessica Dieckman

Sent from my iPhone

On Dec 8, 2021, at 12:00 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

Dear Equity Stakeholder Team Members,

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

A VIRTUAL COMMEMORATION OF THE 20th ANNIVERSARY OF THE WORLD CONFERENCE AGAINST RACISM AND THE RELEVANCE OF THE DURBAN DECLARATION AND PROGRAMME OF ACTION (DDPA) FOR CHILDREN AND YOUTH.

7 messages

Marlena Peters [redacted]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Dec 8, 2021 at 11:50 PM

Hello John-
My NGO is hosting this event next week and I wanted to see if it's okay with you for me to forward the invitation to the equity stakeholder committee.
Please let me know what you think.
Thanks.
Marlena



**A VIRTUAL COMMEMORATION OF THE
20th ANNIVERSARY OF THE WORLD
CONFERENCE AGAINST RACISM AND
THE RELEVANCE OF THE DURBAN
DECLARATION AND PROGRAMME OF ACTION (DDPA)
FOR CHILDREN AND YOUTH**

Date & Time: December 16, 2021, 3:00 - 5:00 PM

Zoom link: <https://zoom.us/j/97373890364>

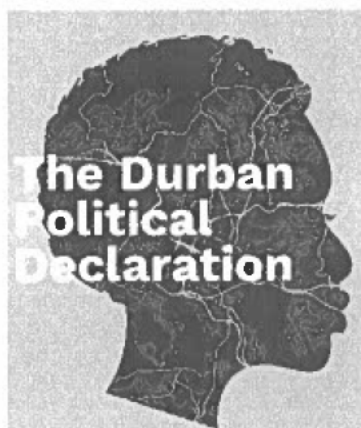
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Mr. Craig Mokhiber, Director of the New York Office of the High Commissioner for Human Rights

Ms. Corann Okorodudu, Professor Emerita of Psychology & Africana Studies, Rowan University. UN/NGO Representative, Society for the Psychological Study of Social Issues

Mr. Roberto Mukaro Borrero, NGO Committee on Indigenous Issues

Ms. Dominique Day, Chairperson, Working Group of Experts of People of African Descent - Invited



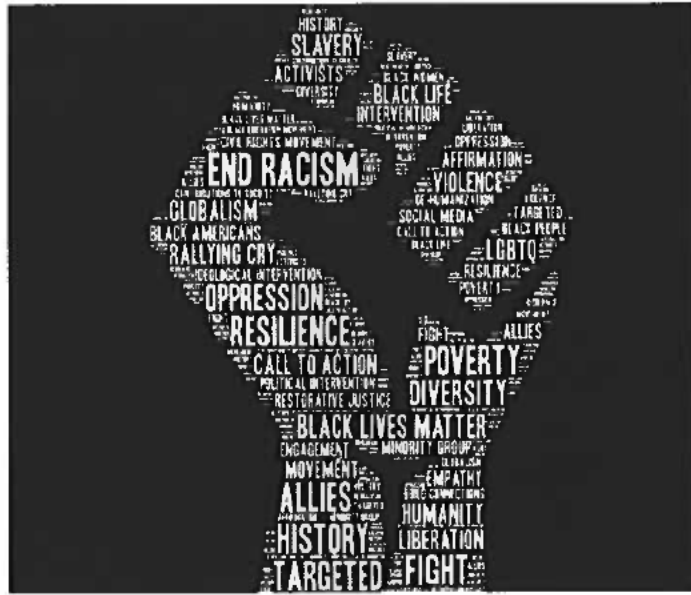
The UN World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance, convened in Durban, South Africa in 2001, emphasized a broadened view of racism on the basis of race, color, descent, national or ethnic origin, and migration status. While the DDPA presents an excellent agenda for the elimination of racism, continuing barriers limit its implementation.

Therefore, the NGO Committee on Children's Rights is hosting this commemoration to:

1. Discuss the legacy of the DDPA and how barriers may be addressed to enhance its implementation;
2. Call attention to the legacy of the DDPA from the perspective of advancing the issues of indigenous people and people of African

descent;

3. Discuss the relevance of the DDPA for children and youth.



NGO Committee on Children's Rights

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Sent by marlena2173



Try eme

NGO Committee on Children's Rights [redacted]@gmail.com>
 Reply-To: [redacted]@gmail.com
 To: john.griffiths@chufsd.org

Thu, Dec 9, 2021 at 11:33 AM



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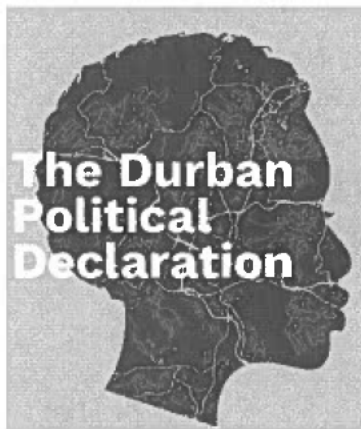
Mr. Craig Mokhiber, Director of the New York Office of the High Commissioner for Human Rights

Ms. Corann Okorodudu, Professor Emerita of Psychology & Africana Studies, Rowan University. UN/NGO Representative, Society for the Psychological Study of Social Issues

Mr. Roberto Mukaro Borrero, NGO Committee on Indigenous Issues

Ms. Dominique Day, Chairperson, Working Group of Experts of People of African Descent - Invited

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3. Discuss the relevance of the DDPA for children and youth.



Unsubscribe john.griffiths@chufsd.org

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John Griffiths <john.griffiths@chufsd.org>
To: [redacted]@gmail.com>

Thu, Dec 9, 2021 at 11:55 AM

I am happy to forward this to all!

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>

Thu, Dec 9, 2021 at 12:01 PM

Bcc: adam moore [redacted]@gmail.com>, [redacted].com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Ana Teague <ana.teague@chufsd.org>, Anamika Bhatnagar [redacted]@gmail.com>, "Cohen-Furey, Andrea" [redacted]@msn.com>, Ben Faber [redacted]@gmail.com>, claire hilbert [redacted]@hotmail.com>, Dana Dago-Clark [redacted]@gmail.com>, Dana Sunshine [redacted]@nypl.org>, Deborah OConnell <deborah.oconnell@chufsd.org>, Deslyn Dyer [redacted]@gmail.com>, Elisa Rader [redacted]@gmail.com>, Elisha Fernandes simpson [redacted]@chufsd.org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Jennifer Gleason [redacted]@gmail.com>, Jerrod Blair <jerrod.blair@chufsd.org>, Jessica Dieckman [redacted]@yahoo.com>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, [redacted]@gmail.com, Kate Bretas <kbretas.23@chufsd.org>, Kendra Shedenhelm [redacted]@gmail.com>, Kenna Weiner [redacted]@gmail.com>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Leah O'Donnell [redacted]@gmail.com>, [redacted]@aol.com>, Liz Poling-Hiraldo [redacted]@gmail.com>, Maria Modica-Snow [redacted]@optonline.net>, Maria Slippen [redacted]@yahoo.com>, Marlena Horton <marlena.horton@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, [redacted]@aol.com, Michael Mul [redacted]@me.com>, Michael Plotkin <michael.plotkin@chufsd.org>, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, Sarah Deri Oshiro [redacted]@gmail.com>, Sherry Horowitz [redacted]@aol.com>, [redacted].net, Tully McGowan [redacted]@gmail.com>, [redacted]@gmail.com, [redacted]@gmail.com, Kathleen Reddy Guidry [redacted]@gmail.com>, Deanna Fei [redacted]@gmail.com>, Becky [redacted]@optonline.net>, cathy c [redacted]@hotmail.com>, Erica Laudon [redacted]@gmail.com>, Stephen Walker [redacted]@gmail.com>

Dear Equity Stakeholder Team,

Our CET Music Teacher, and fellow Equity Team Member is very active with the NGO Committee on Children's Rights and asked that I forward this invitation to you.

~ John





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Sent by marlena2173



Try ems

Marlena Peters [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Dec 9, 2021 at 2:25 PM

Thank you very much!

Sent from my iPhone

On Dec 9, 2021, at 11:56 AM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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John Griffiths <john.griffiths@chufsd.org>
To: Marlena Peters [REDACTED]@gmail.com>

Thu, Dec 9, 2021 at 2:33 PM

SO very welcome!

[Quoted text hidden]

Marlena Horton <marlena.Horton@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Dec 16, 2021 at 5:41 PM

Hello John-

Here is the link and password to the recording of our meeting today-it was really amazing. Our group may want to hear the presenters.

Thanks.
Marlena

https://zoom.us/rec/share/S7R0Ov5HF4JmUxzKdR-iHytv_Uc8xwppzSICYez6NupqQsibWknfBaa3v91aND08.-sMZBYLxLnmgl2JY

Passcode: &&EBEuA0

[Quoted text hidden]

[Quoted text hidden]

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received this transmission in error, please notify the sender immediately by e-mail and delete the original message and documents. Thank you for your cooperation.

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Feedback on our Parent University Facilitators

9 messages

John Griffiths <john.griffiths@chufsd.org> Wed, Jan 12, 2022 at 2:24 PM
 Bcc: adam moore [REDACTED]@gmail.com>, Ale [REDACTED].com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Ana Teague <ana.teague@chufsd.org>, Anamika Bhatnagar [REDACTED]@gmail.com>, "Cohen-Furey, Andrea" [REDACTED]@msn.com>, Ben Faber [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Stephen Walker <stephen.walker@chufsd.org>, Deslyn Dyer [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Elisha Fernandes simpson [REDACTED].org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Jennifer Gleason [REDACTED]@gmail.com>, Jerrod Blair <jerrod.blair@chufsd.org>, Jessica Dieckman [REDACTED]@yahoo.com>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, [REDACTED]@gmail.com, Kate Bretas <kbretas.23@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, Kenna Weiner [REDACTED]@gmail.com>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Leah O'Donnell [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Maria Modica-Snow [REDACTED]@optonline.net>, Maria Slippen [REDACTED]@yahoo.com>, Mariena Horton <marlena.horton@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, [REDACTED]@aol.com, Michael Mui [REDACTED]@me.com>, Michael Plotkin <michael.plotkin@chufsd.org>, Palge Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, Sarah Deri Oshiro [REDACTED]@gmail.com>, Sherry Horowitz [REDACTED]@aol.com>, [REDACTED].net, Tully McGowan [REDACTED]@gmail.com>, [REDACTED]@gmail.com, [REDACTED]@gmail.com, Kathleen Reddy Guldry [REDACTED]@gmail.com>, Deanna Fei [REDACTED]@gmail.com>, Becky [REDACTED]@optonline.net>, cathy c [REDACTED]@hotmail.com>, Erica Laudon [REDACTED]@gmail.com>, Neil Rudden [REDACTED]@yahoo.com>

Dear Equity Stakeholder Team,

As you may recall from a previous email, the district has been looking for a new consultant who will help lead the district in the next phase of our equity work. After an extensive search, we are strongly considering the facilitators of last night's Parent University, Melle Powers and Melissa Shaw,

If you were able to attend, we would greatly appreciate your insights and would be so appreciative of you taking just a few minutes to contribute to this ThoughtExchange.

We will engage in further reflection after the second session on Tuesday, January 25th. If you have not yet registered for Parent University, you may do so here. (Note: if you already registered for Part 1, you are automatically registered for Part 2 on 1/25).

Thank you in advance for your feedback,
 John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Erica Laudon [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jan 12, 2022 at 2:47 PM

Hi Mr. Griffiths,

[REDACTED]
[REDACTED] I was unable to attend the webinar last night as I was not feeling well. Please let me know if there is any way I might be able to watch a recording of it.

Many thanks,

Erica Laudon Corwin
[REDACTED] (mobile)

[Quoted text hidden]

[Quoted text hidden]

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claire hlibert [REDACTED]@hotmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Jan 12, 2022 at 5:57 PM

Hi John,

I thought I had registered way back when I first heard about it, but realized in fact I had not done so in time to catch last night's session. Unfortunately, I may have the same partial time conflict for each of the Tuesdays, but I truly want to watch both - is there a way to catch a recording of it?

Thanks in advance
Claire Hilbert

Sent from my iPhone

On Jan 12, 2022, at 2:24 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Kathleen Reddy Guidry [redacted]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Jan 13, 2022 at 1:19 PM

Hello John,

I was unable to make the first one. Was it recorded by any chance to view on the district website?

Thanks,

Kathleen

On Jan 12, 2022, at 2:24 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Erica Laudon [redacted]@gmail.com>

Thu, Jan 13, 2022 at 4:44 PM

Hi Erica,

[redacted]

Unfortunately, we did not record this Parent University since the presenters were soliciting participant comments and wanted people to feel as comfortable as possible. There was a concern that people may be reluctant to interact if we were going to be making the session public.

We hope to see you next time on January 25th!

~ John
[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: claire hilbert [redacted]@hotmail.com>

Thu, Jan 13, 2022 at 4:45 PM

Hi Claire,

So sorry to hear you had some conflicts!

Unfortunately, we did not record this Parent University since the presenters were soliciting participant comments and wanted people to feel as comfortable as possible. There was a concern that people may be reluctant to interact if we were going to be making the session public.

We hope to see you next time on January 25th!

~ John
[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Kathleen Reddy Guidry [redacted]@gmail.com>

Thu, Jan 13, 2022 at 4:46 PM

Hi Kathleen,

So sorry to hear you were unable to attend

Unfortunately, we did not record this Parent University since the presenters were soliciting participant comments and wanted people to feel as comfortable as possible. There was a concern that people may be reluctant to interact if we were going to be making the session public.

We hope to see you next time on January 25th!

~ John

[Quoted text hidden]

claire hilbert [REDACTED]@hotmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Jan 13, 2022 at 5:22 PM

Oh, I get it but am so bummed. I would love to know how it went, was there a good turnout and participation? I have a Tuesday evening conflict until about 8:15 so unless I can change it I will have to miss the other one as well. I also wanted to "meet" the presenters for input to E&I committee....

Sent from my iPhone

On Jan 13, 2022, at 4:45 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: claire hilbert [REDACTED]@hotmail.com>

Fri, Jan 14, 2022 at 3:21 PM

It was a really great turnout and people have been speaking very highly of their experiences. The facilitators did a great job quickly establishing a safe space that did lead to some powerful conversation!

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

CHUFSD Equity Update

2 messages

John Griffiths <john.griffiths@chufsd.org>

Tue, Feb 1, 2022 at 12:30 PM

To: John Griffiths <john.griffiths@chufsd.org>

Bcc: adam moore [REDACTED]@gmail.com>, Ale [REDACTED].com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Ana Teague <ana.teague@chufsd.org>, Anamika Bhatnagar [REDACTED]@gmail.com>, "Cohen-Furey, Andrea" [REDACTED]@msn.com>, Ben Faber [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Stephen Walker <stephen.walker@chufsd.org>, Deslyn Dyer [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Elisha Fernandes simpson [REDACTED].org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Jennifer Gleason [REDACTED]@gmail.com>, Jerrod Blair <jerrod.blair@chufsd.org>, Jessica Dieckman [REDACTED]@yahoo.com>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, [REDACTED]@gmail.com, Kate Bretas <kbretas.23@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, Kenna Weiner [REDACTED]@gmail.com>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Leah O'Donnell [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Maria Modica-Snow [REDACTED]@optonline.net>, Maria Slippen [REDACTED]@yahoo.com>, Marlena Horton <marlena.horton@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, [REDACTED]@aol.com, Michael Mui [REDACTED]@me.com>, Michael Plotkin <michael.plotkin@chufsd.org>, Paige Jones <pjones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, Sarah Deri Oshiro [REDACTED]@gmail.com>, Sherry Horowitz [REDACTED]@aol.com>, [REDACTED].net, Tully McGowan [REDACTED]@gmail.com>, [REDACTED]@gmail.com, [REDACTED]@gmail.com, Kathleen Reddy Guidry [REDACTED]@gmail.com>, Deanna Fei [REDACTED]@gmail.com>, Becky [REDACTED]@optonline.net>, cathy c [REDACTED]@hotmail.com>, Erica Laudon [REDACTED]@gmail.com>, Neil Rudden [REDACTED]@yahoo.com>, Rachel Depaul <rachel.depaul@chufsd.org>

Dear Equity Stakeholder Team,

We are so grateful for the large turnout at our two-part Parent University entitled "Reflecting on Our Stories: How to Have Healthy Connections With Our Children About Race." This event went far in kicking off our team's recommendations in two identified areas:

- **Climate Consciousness:** "In order to develop climate consciousness, students, parents, educators, and the community must feel safe, supported, and able to learn and grow together over time in CHUFSD."
- **Parent, Guardian, and Community Engagement:** "We want our children, parents, and community to have access to the full and diverse perspectives that exist within our growing community to learn from each other, and to feel and be included in their education through active engagement."

We are also so thankful that many of you took the time to participate in this event and meet its facilitators. In a previous communication I did let you know that the district was very interested in pursuing a relationship with Melle Powers and Melissa Shaw of Powerful Communications, LLC. Your feedback was very helpful in affirming further discussion about their facilitation of our equity work for the remainder of the school year. Here are the top three sentiments shared in the ThoughtExchange we hosted:

I felt this session provided a comfortable human connection with our community. Our ongoing work requires the human connection to truly allow us to relate to one another and to appreciate and honor multiple perspectives.

I feel strongly that Melle and Melissa will be able to hear every voice and help our community better understand the needs around DEI. Some parents have voiced discomfort around the subject of DEI. Facilitators sensitive to our community makeup and these challenges are needed.

This Parent University session with Melle and Melissa was wonderful. I felt that the two women were experienced

facilitators. The subject of race is difficult to discuss, especially in a large group with varying levels of comfort. The women created an open and welcoming space.

I would like to share with you that at this Thursday's meeting, we will be recommending to the Board of Education that they approve an agreement with Powerful Communications, LLC. Subject to that approval by the Board, we will be looking forward to the announcement of our next meeting as well as the next phase of our equity work here in Croton-Harmon.

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Kendra Shedenhelm [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Tue, Feb 1, 2022 at 12:50 PM

Terrific! Thank you, John!

Sent from my iPhone

On Feb 1, 2022, at 12:30 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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John Griffiths <john.griffiths@chufsd.org>

Re: CHUFSD Equity Work 2022 Infographic

4 messages

Kira Herbert <kira.herbert@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Feb 2, 2022 at 4:51 PM

Dear John,

Thank you for sharing this slide with the Equity Stakeholders team members. I appreciate the information and the beautiful graphics too.

I wanted to share that I serve on the Hudson River Teachers Center advisory board. They are offering a new program called Eduplanet21. I have included the flyer below. These learning institutes are self-paced and by joining teachers have access to all of the institutes for one year. I thought this was a unique opportunity, but in particular I noticed one learning institute and I plan to complete it. That learning institute is called *Rebuilding for Equity and Inclusion*. Here is the description of that learning institute. *Rebuilding for Equity and Inclusion will take participants' understanding of equity to the next level. The content will focus on strategies and approaches to meeting the unique needs of each student and will combine theory and practice to equip educators with confidence and competence.*

Then I was thinking about how it might be a richer experience if there was a cohort of teachers who could work on this learning institute together. And I was hoping we could brainstorm together how to create an opportunity for that in our schools. I will also share this information with Marlena at CET since she is one teacher who I know has also actively participated on the Equity Stakeholders Team. Let me know your thoughts on this and if you see any possibilities here.

Sincerely,
Kira Herbert

On Wed, Feb 2, 2022 at 2:31 PM John Griffiths <john.griffiths@chufsd.org> wrote:

Dear Equity Stakeholder Team Members,

As I mentioned in my last email, on tomorrow night's Board of Education agenda there is a proposed agreement with Powerful Communications. Within this agreement there is a stated scope of work for the remainder of the school year. The attached infographic was created to communicate the district's planned focus for the next steps of our equity work, as well as its clear alignment with our stakeholder team recommendations. We hope this plan makes sense to everyone; it will certainly be discussed the next time we are all together. In the meantime, please let me know if you have any questions.

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



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 **Eduplanet21 Professional Learning Institutes.pdf**
153K

Anamika Bhatnagar [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Thu, Feb 3, 2022 at 8:57 AM

Hi John,

Thanks for sharing this, and thank you for your thorough overview from Tuesday. The Parent University sessions made it clear to me that the district is headed in a good direction with these new proposed facilitators. They created a welcoming space for dialogue for everyone who participated -- they didn't simply focus on participants' ethnic or racial identity as a path to entry to the conversation, but rather acknowledged a variety of viewpoints without judgment. From my perspective, this was a positive change from what we sometimes observed with the facilitator from Metro Center last year. These new facilitators feel like a good fit for our district, and for where we currently are in this work.

I'm planning to attend tonight's BOE meeting and make remarks in support of the proposed agreement, as are a few other Equity Stakeholder team members. We look forward to hearing the district's next steps.

Sincerely,
Anamika

[REDACTED]
[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Anamika Bhatnagar [REDACTED]@gmail.com>

Thu, Feb 3, 2022 at 11:00 AM

Thanks so much, Anamika. We look forward to seeing you tonight!

~ John
[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Stephen Walker <stephen.walker@chufsd.org>

Thu, Feb 3, 2022 at 11:01 AM

FYI
[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

3/28 Croton-Harmon Equity Team Meeting

16 messages

John Griffiths <john.griffiths@chufsd.org>

Tue, Mar 22, 2022 at 10:46 AM

To: John Griffiths <john.griffiths@chufsd.org>

Cc: Melle Powers <melle@powerfulcomm.com>

Bcc: Ana Teague <ana.teague@chufsd.org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, Stephen Walker <stephen.walker@chufsd.org>, Jerrod Blair <jerrod.blair@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Rachel Depaul <rachel.depaul@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, "Cohen-Furey, Andrea" <[REDACTED]@msn.com>, Kendra Shedenhelm <[REDACTED]@gmail.com>, [REDACTED] <[REDACTED]@aol.com>, Maria Modica-Snow <[REDACTED]@optonline.net>, Sherry Horowitz <[REDACTED]@aol.com>, [REDACTED] <[REDACTED].net>, Tully McGowan <[REDACTED]@gmail.com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, adam moore <[REDACTED]@gmail.com>, [REDACTED] <[REDACTED].com>, Anamika Bhatnagar <[REDACTED]@gmail.com>, Ben Faber <[REDACTED]@gmail.com>, claire hilbert <[REDACTED]@hotmail.com>, Dana Dago-Clark <[REDACTED]@gmail.com>, Dana Sunshine <[REDACTED]@nypl.org>, Deslyn Dyer <[REDACTED]@gmail.com>, Elisa Rader <[REDACTED]@gmail.com>, Elisha Fernandes simpson <[REDACTED].org>, Jennifer Gleason <[REDACTED]@gmail.com>, Jessica Dieckman <[REDACTED]@yahoo.com>, [REDACTED] <[REDACTED]@gmail.com>, Kenna Weiner <[REDACTED]@gmail.com>, Leah O'Donnell <[REDACTED]@gmail.com>, Liz Poling-Hiraldo <[REDACTED]@gmail.com>, Maria Slippen <[REDACTED]@yahoo.com>, Michael Mui <[REDACTED]@me.com>, Sarah Deri Oshiro <[REDACTED]@gmail.com>, [REDACTED] <[REDACTED]@gmail.com>, Kathleen Reddy Guidry <[REDACTED]@gmail.com>, Deanna Fel <[REDACTED]@gmail.com>, Becky <[REDACTED]@optonline.net>, cathy c <[REDACTED]@hotmail.com>, Erica Laudon <[REDACTED]@gmail.com>, Neil Rudden <[REDACTED]@yahoo.com>, Kate Bretas <kbretas.23@chufsd.org>, [REDACTED] <[REDACTED]@aol.com>

Dear Equity Stakeholder Team,

This is a reminder that we will be holding our next meeting this coming Monday, March 28th, from 3:30 to 5 PM. It will be a virtual meeting via Zoom and will utilize the following link: <https://zoom.us/j/6765194595>

Our equity consultant, Melle Powers from Powerful Communications, will be joining us for our four springtime meetings (3/28, 4/25, 5/16 & 6/6). On Monday she will provide us with an update on her work with the faculty. This work includes the building of our community's definition of an "Equity Lens." Part of our agenda will be to also join in this collective effort.

There is an arc to the work we will try to accomplish over our team's next four meetings that will be greatly benefitted by consistent attendance. Our team is now 50+ strong, and although we value every voice, we do understand how busy our lives have become. Please let me know if your schedule necessitates you temporarily stepping away from this work.

Thank you. All of us here in the district are looking forward to reconvening next week!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



John Griffiths <john.griffiths@chufsd.org>
 To: Melle Powers <melle@powerfulcomm.com>

Tue, Mar 22, 2022 at 10:57 AM

Hi Melle,

ALSO - I want to make you aware that we are engaging our students with an equity survey (attached). If there is any compelling data to share, I may want to provide a quick overview at Monday's meeting as well.

~]

[Quoted text hidden]

 **CHUFSD Panorama Survey.pdf**
 232K

Stephen Walker <stephen.walker@chufsd.org>
 To: John Griffiths <john.griffiths@chufsd.org>

Tue, Mar 22, 2022 at 11:06 AM

Sounds great, John.

[Quoted text hidden]

[Quoted text hidden]

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Marlena Horton <marlena.Horton@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Tue, Mar 22, 2022 at 11:16 AM

Hello John-

I will be in Italy and will miss this meeting. I am very invested in this and will be at the rest.

Thanks,

Marlena

On Tue, Mar 22, 2022 at 10:46 AM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

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[Quoted text hidden]

Deslyn Dyer [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>
Cc: Melle Powers <melle@powerfulcomm.com>

Tue, Mar 22, 2022 at 2:02 PM

This is exciting. Thank you both. I will be attending the meetings.

Deslyn Dyer

On Tue, Mar 22, 2022 at 10:46 AM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

--
Sent from Google Tablet

Melle Powers <melle@powerfulcomm.com>
To: John Griffiths <john.griffiths@chufsd.org>

Wed, Mar 23, 2022 at 9:57 AM

Hi John,

Thank you for this. Will it be possible for my team to get on the link early to check settings and to be made hosts/co-hosts on the Zoom? And have folks given a sense of whether they are continuing with the group or not? Just trying to get a sense for planning purposes.

Thanks!

Melle Powers, CDP
Principal
she/her

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Spring '22 - NYU Instructor - "*Resilience*"
Melle's available meeting times: [click here!](#)

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[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

@aol.com>

Wed, Mar 23, 2022 at 10:19 AM

Reply-To: @aol.com>

To: "John.Griffiths@chufsd.org" <John.Griffiths@chufsd.org>

Hi John

I just want to let you know that I will be back to joining the visual sessions of the Equity Stakeholder Team.

I am wanting to restart my involvement in normal life.

So...I'll see you on the screen and look forward to learning from Melle Powers and the entire Equity Stakeholder Team.

All the best,
Lisa Bogdan

-----Original Message-----

From: John Griffiths <John.Griffiths@chufsd.org>

To: John Griffiths <John.Griffiths@chufsd.org>

Cc: Melle Powers <melle@powerfulcomm.com>

Sent: Tue, Mar 22, 2022 10:46 am

Subject: 3/28 Croton-Harmon Equity Team Meeting

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <John.Griffiths@chufsd.org>
To: Melle Powers <melle@powerfulcomm.com>

Wed, Mar 23, 2022 at 11:18 AM

I will open the meeting at whatever time you would like to join. Let me know. So far, nobody has said they are NOT continuing with the team...

[Quoted text hidden]

Maria Modica-Snow <@net>
To: John Griffiths <John.Griffiths@chufsd.org>

Thu, Mar 24, 2022 at 2:35 AM

Good morning, John.

We're traveling and flying home on the 28th. I'm not sure what time we will be landing, but I've attended zoom meetings from the car before, so if possible, I would like to "show up" if I can. As far as I know I can make the next 2, but I will definitely be unable to make the 6/6 meeting. Please let me know if I should stop back or attend when I can!

Thanks,

Maria

On Mar 22, 2022, at 4:46 AM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]
[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Maria Modica-Snow [REDACTED]@optonline.net>

Thu, Mar 24, 2022 at 8:52 AM

Please attend when you can. Your presence has always been highly valued!

~]
[Quoted text hidden]

Maria Modica-Snow [REDACTED]@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Thu, Mar 24, 2022 at 2:10 PM

🙏 Thank you!!

On Mar 24, 2022, at 2:52 AM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]

ANDREA FUREY [REDACTED]@msn.com>
To: John Griffiths <john.griffiths@chufsd.org>

Sat, Mar 26, 2022 at 8:42 PM

Hi John!

I will join, but will most likely be 15 minutes late.

Looking forward to seeing you!

All the very best,

Andrea

Get Outlook for iOS

From: John Griffiths <john.griffiths@chufsd.org>
Sent: Tuesday, March 22, 2022 10:46:47 AM
To: John Griffiths <john.griffiths@chufsd.org>
Cc: Melle Powers <melle@powerfulcomm.com>
Subject: 3/28 Croton-Harmon Equity Team Meeting

[Quoted text hidden]
[Quoted text hidden]

Melle Powers <melle@powerfulcomm.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Mar 28, 2022 at 10:47 AM

Hi John,

I would love to jump on the zoom link at 2:15 today if possible.

Thanks!

Melle Powers, CDP
Principal
she/her

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[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Melle Powers <melle@powerfulcomm.com>

Mon, Mar 28, 2022 at 11:09 AM

Absolutely! I'll open it then.

[Quoted text hidden]

Deslyn Dyer <[REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>
Cc: Melle Powers <melle@powerfulcomm.com>

Mon, Mar 28, 2022 at 2:49 PM

Hello both. I apologize but I will be off camera for the first 15 min or so of this meeting.

[Quoted text hidden]

[Quoted text hidden]

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[Quoted text hidden]

Melle Powers <melle@powerfulcomm.com>
To: Deslyn Dyer <[REDACTED]@gmail.com>

Mon, Mar 28, 2022 at 2:56 PM

Cc: John Griffiths <john.griffiths@chufsd.org>

Hi Deslyn,

Thank you so much for letting us know. We look forward to seeing you when you can be on camera and are happy to know you will be present.

Thanks!

Melle Powers, CDP
Principal
she/her

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[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Save the Dates! Equity Team, Spring '22

6 messages

John Griffiths <john.griffiths@chufsd.org> Mon, Feb 14, 2022 at 4:13 PM
 Bcc: adam moore [REDACTED]@gmail.com>, Ale [REDACTED].com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Ana Teague <ana.teague@chufsd.org>, Anamika Bhatnagar [REDACTED]@gmail.com>, "Cohen-Furey, Andrea" [REDACTED]@msn.com>, Ben Faber [REDACTED]@gmail.com>, claire hilbert [REDACTED]@hotmail.com>, Dana Dago-Clark [REDACTED]@gmail.com>, Dana Sunshine [REDACTED]@nypl.org>, Stephen Walker <stephen.walker@chufsd.org>, Deslyn Dyer [REDACTED]@gmail.com>, Elisa Rader [REDACTED]@gmail.com>, Elisha Fernandes simpson [REDACTED]@gmail.com>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, Jennifer Gleason [REDACTED]@gmail.com>, Jerrod Blair <jerrod.blair@chufsd.org>, Jessica Dieckman [REDACTED]@yahoo.com>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, [REDACTED]@gmail.com, Kate Bretas <kbretas.23@chufsd.org>, Kendra Shedenhelm [REDACTED]@gmail.com>, Kenna Weiner [REDACTED]@gmail.com>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Leah O'Donnell [REDACTED]@gmail.com>, [REDACTED]@aol.com>, Liz Poling-Hiraldo [REDACTED]@gmail.com>, Maria Modica-Snow [REDACTED]@optonline.net>, Maria Slippen [REDACTED]@yahoo.com>, Mariena Horton <mariena.horton@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, [REDACTED]@aol.com, Michael Mui [REDACTED]@me.com>, Michael Plotkin <michael.plotkin@chufsd.org>, Paige Jones <piones.22@chufsd.org>, Rose Schupack-Dias <rschupack-dias.22@chufsd.org>, Sarah Deri Oshiro [REDACTED]@gmail.com>, Sherry Horowitz [REDACTED]@aol.com>, [REDACTED].net, Tully McGowan [REDACTED]@gmail.com>, [REDACTED]@gmail.com, [REDACTED]@gmail.com, Kathleen Reddy Guidry [REDACTED]@gmail.com>, Deanna Fei [REDACTED]@gmail.com>, Becky [REDACTED]@optonline.net>, cathy c [REDACTED]@hotmail.com>, Erica Laudon [REDACTED]@gmail.com>, Neil Rudden [REDACTED]@yahoo.com>, Rachel Depaul <rachel.depaul@chufsd.org>

Dear Equity Stakeholders Team,

We have worked with Melle Powers to confirm dates for our Team's springtime meetings. Meetings will be from 3:30-4:30 PM on the following dates:

- Monday, 3/28
- Monday, 4/25
- Monday, 5/16
- Monday, 6/6

All of us here in the district are very excited to have this group reconvene to continue this most important work!

~ John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Deslyn Dyer [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Feb 14, 2022 at 4:16 PM

Hooray! Thank you sinking, John. Dates saved.

[Quoted text hidden]

[Quoted text hidden]

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Sent from Google Tablet

Kendra Shedenhelm [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Feb 14, 2022 at 7:29 PM

Terrific, John. Looking forward to it.

Thank you!

Kendra

On Mon, Feb 14, 2022 at 4:13 PM John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Maria Modica-Snow [REDACTED]@optonline.net>
To: John Griffiths <John.Griffiths@chufsd.org>

Tue, Feb 15, 2022 at 10:38 AM

Good morning, John!

I already know that I will be out of the country for the June meeting, and I may be away for May as well, but I will do what I can!!

Thanks for the info!

Maria

On Feb 14, 2022, at 4:13 PM, John Griffiths <John.Griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Maria Modica-Snow [REDACTED]@optonline.net>

Tue, Feb 15, 2022 at 12:09 PM

Great, thanks for letting me know.

[Quoted text hidden]

Ellsa Rader [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Mon, Mar 28, 2022 at 3:36 PM

I'm so sorry I'm having computer issues. Be on as soon as I can

Sent from my iPhone

On Feb 14, 2022, at 4:13 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]



John Griffiths <john.griffiths@chufsd.org>

Link to Monday's Equity Meeting

6 messages

John Griffiths <john.griffiths@chufsd.org> Fri, May 13, 2022 at 1:04 PM

Bcc: Ana Teague <ana.teague@chufsd.org>, Iris Bugliosi <iris.bugliosi@chufsd.org>, Mary Obermeier <mary.obermeier@chufsd.org>, Jerrod Blair <jerrod.blair@chufsd.org>, Kerri Bianchi <kerri.bianchi@chufsd.org>, Laura Dubak <laura.dubak@chufsd.org>, Michael Plotkin <michael.plotkin@chufsd.org>, Rachel Depaul <rachel.depaul@chufsd.org>, Stephen Walker <stephen.walker@chufsd.org>, Jackie Burton <jackie.burton@chufsd.org>, "Cohen-Furey, Andrea" <[redacted]@msn.com>, Kendra Shedenhelm <[redacted]@gmail.com>, [redacted]@aol.com, Maria Modica-Snow <[redacted]@optonline.net>, Sherry Horowitz <[redacted]@aol.com>, [redacted].net, Tully McGowan <[redacted]@gmail.com>, Alyssa Gonzalez <alyssa.gonzalez@chufsd.org>, Johanna Mustacchi <johanna.mustacchi@chufsd.org>, Joseph Pascarelli <joseph.pascarelli@chufsd.org>, Kira Herbert <kira.herbert@chufsd.org>, Marlena Horton <marlena.horton@chufsd.org>, adam moore <[redacted]@gmail.com>, Ale <[redacted]@gmail.com>, Anamika Bhatnagar <[redacted]@optonline.net>, Ben Faber <[redacted]@gmail.com>, cathy c <[redacted]@hotmail.com>, claire hilbert <[redacted]@hotmail.com>, Dana Dago-Clark <[redacted]@gmail.com>, Dana Sunshine <[redacted]@nypl.org>, Deanna Fei <[redacted]@gmail.com>, Deslyn Dyer <[redacted]@gmail.com>, Elisa Rader <[redacted]@gmail.com>, Elisha Fernandes simpson <[redacted]@gmail.com>, Erica Laudon <[redacted]@gmail.com>, Greg Burns <[redacted]@gmail.com>, Jennifer Gleason <[redacted]@gmail.com>, Jessica Dieckman <[redacted]@yahoo.com>, [redacted]@gmail.com, Kathleen Reddy Guidry <[redacted]@gmail.com>, Kenna Weiner <[redacted]@gmail.com>, Leah O'Donnell <[redacted]@gmail.com>, Liz Poling-Hiraldo <[redacted]@gmail.com>, Maria Slippen <[redacted]@yahoo.com>, Michael Mui <[redacted]@me.com>, Neil Rudden <[redacted]@yahoo.com>, Sarah Deri Oshiro <[redacted]@gmail.com>, [redacted]@gmail.com, Kate Bretas <kbretas.23@chufsd.org>, [redacted]@aol.com, Melle Powers <melle@powerfulcomm.com>

Dear Equity Stakeholder Team,

We look forward to our next gathering this coming Monday, May 16th, at 3:30 PM. Register in advance for this meeting by clicking here. After registering, you will receive a confirmation email containing information about joining the meeting.

Have a great weekend,
John

John Griffiths
Assistant Superintendent
Croton-Harmon Schools
(914) 271-6510



Stephen Walker <stephen.walker@chufsd.org>

Fri, May 13, 2022 at 1:36 PM

To: John Griffiths <john.griffiths@chufsd.org>

John:

Thank you. Remind me of the agenda for this meeting?

[Quoted text hidden]

[Quoted text hidden]

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John Griffiths <john.griffiths@chufsd.org>
To: Stephen Walker <stephen.walker@chufsd.org>

Fri, May 13, 2022 at 3:22 PM

Melle is introducing a framework called "Calling In" that she proposes we consider to help the team move through this work. She did not share her version, but I am assuming it is a version of this. She is then spending the rest of the time with the 8 Social Identities.

[Quoted text hidden]

Stephen Walker <stephen.walker@chufsd.org>
To: John Griffiths <john.griffiths@chufsd.org>

Fri, May 13, 2022 at 3:26 PM

Looking forward to learning more about that.

[Quoted text hidden]

Greg Burns [REDACTED]@gmail.com>
To: John Griffiths <john.griffiths@chufsd.org>

Fri, May 13, 2022 at 6:57 PM

Hi John. I have a work meeting at this time. Are these meetings recorded? Is there a way to view them afterward?

Sent from my iPhone

On May 13, 2022, at 1:04 PM, John Griffiths <john.griffiths@chufsd.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

John Griffiths <john.griffiths@chufsd.org>
To: Greg Burns [REDACTED]@gmail.com>

Fri, May 13, 2022 at 8:53 PM

Hi Greg,

Sorry you can't make it. We don't ever record these sessions, but I'd be happy to give you the rundown if you'd like to catchup afterwards.

~ John

[Quoted text hidden]

