

HUDSONVILLE PUBLIC SCHOOLS DIVERSITY AND ADVOCACY COMMITTEE MINUTES Administration Building, 3883 Van Buren, Hudsonville, MI 49426

January 16, 2024

4:15 PM

Committee Members Present: Abby Pater, Carissa Woodwyk, Chelsea Reed, Greg Molchan, Jennifer Brummitt, Jennifer Dougherty, Jordan Beel, Joy Hemmes, Mackenzie Stefanich, Marc Arnoys, Nate Hoekstra, Mandy Thomas, Steve Burns, Aimee Dittmer, Ami Taylor, Doug VanderJagt, Paul Raschke, Ryan Crete **Absent:** Tracey Weberg, Zach James, Louise VandenHuevel, Jacob Lenhart **HPS Board Members Present:** Greg Chanski, Mark Davis, Andrew DeWitt **Minutes by:** Stephanie Fast

Facilitator Thomas called the meeting to order at 4:15 p.m. She welcomed everyone and briefly reviewed meeting norms. Thomas reported that two members of the committee, a parent and a teacher, need to step down. Thomas noted the criteria that were used to select committee members. She asked if it was the committee's desire to fill the vacancies, and if so, would they like to follow the original process to select new members?

VanderJagt indicated it would be best for the committee to follow its previous process. He stated that deviating could set the course in a different direction. A committee member suggested that the ratio of parents to stay remain the same. Hoekstra made a motion to follow the previous process, leaving the ratios the same. Molchan seconded the motion. The committee voted, and all present approved. Thomas said she would return to the original survey responses to look for two new members.

Thomas presented data shared within the data subgroup in the prior meeting, regarding discrimination by year and sub-type. Overall, the trend is rising. Federal guidelines required us to report statistics periodically but HPS began collecting data each year. The committee discussed the total number of incidents and proportionality and noted the problem of practice acknowledged that harassment/bullying is happening to protected classes and non-protected classes.

Group Work

Thomas asked the data and information sub-group to get together to discuss the current status of forms and data, as well as develop an end product and a plan for distributing the plan on a timeline chosen by the committee.

Thomas asked the brainstorming/research sub-group to get together to discuss who has reached out to whom so far, what was learned, what/who might be other sources of research for potential solutions, and who will do what by when.

The sub-groups met for thirty minutes.

Group Summaries

Information Gathering/Data Group:

Hoekstra reported that going through old surveys to dial the process in may not be necessary. The most immediate need is for action as opposed to laser-focused details. This sub-group indicated that action is needed as opposed to highly specific information.

Brainstorming/Research Group:

Taylor stated they summarized the report outs on research from other districts. The sub-group is not certain a scripted curriculum program is needed. It was suggested that an opportunity to discuss these issues with staff/students would be beneficial. Taylor indicated that perhaps the idea of belonging could be emphasized at the elementary level while the secondary level could have assemblies. They also assigned people to resource links to review, and they will report back with pros and cons.

Thomas indicated she would get all of the resource links into one email so everyone could see the resources various members were reviewing. Each committee member was asked to choose a resource to review and come back ready to discuss their findings.

Thomas ended the meeting at 5:45 pm.