

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

**November 1, 2023**

**4:15 PM**

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

Facilitator Thomas called the meeting to order at 4:15 p.m.

## **Approval of Minutes**

A member noted several items should be added to the Sept. 5 meeting minutes. The member asked that her conversation regarding the omission of the word “observe” in the SOAR V survey results report be included. Dr. VanderJagt verified that the question asked to students said: “received or observed”. Dr. VanderJagt indicated that the word “observed” was added to the report and the version was updated on the website. A member noted the problem of practice needed to be added. The member also wanted the minutes to reflect that during the Sept 5 meeting committee members had been provided with printed copies of selected portions of the survey results. Thomas added that members were given a link to the entire survey results prior to the meeting.

Motion was made by Crete to approve the Sept. 5 minutes with the suggested revisions. Burns seconded. All members voted in favor.

## **Committee Norms**

There were no questions or comments regarding committee norms.

## **Jamboard**

Thomas reminded the committee that plans had been in motion regarding a DAC survey and video in May when the board of education expressed concerns and stated they wanted to discuss it further. Thomas indicated that the SOAR V survey data had become available in the meantime. Thomas introduced several Jamboard slides, the first of which asked “What do we know now?” and “What else do we need to learn?”

The committee took five minutes to refer to their notes or recollections of the information reviewed related to the SOAR-V information, and collect thoughts. They then paired up with a member who had a device so they could share their thoughts on the digital Jamboard. Taylor read the submissions to the Jamboard

out loud. The members were then asked to consider the next slide where they could place themselves into either the “Information Gathering” or “Research and Brainstorming” group.

Once the groups were established they met separately for 30 minutes in their assigned sub-group to come up with an action plan.

A member asked if the DAC survey and videos were going to be used. Thomas stated that since some of their questions were asked in the SOAR V survey, the information gathering group could discuss how to move forward.

A member asked if they should be using newer data. Thomas indicated that the SOAR V survey results were the most up to date data having been collected in 2023. Thomas stated the 2023 data showed that harassment was happening in our schools last year and given anecdotal evidence from staff conditions had not significantly improved.

A member asked if there were new data to potentially suggest that the issue of discrimination and harassment had gone away since the last time the data was reviewed. Thomas responded that in January the group had agreed the data supported harassment was happening and had arrived at a problem of practice. Thomas shared that she hoped the committee could continue to build on that point of consensus as the group had very carefully and comprehensively come to that conclusion. A member asked if they could look at the data again. Thomas said yes.

VanderJagt pointed out the difference between reporting data and perception data. Thomas reminded the committee that there had been concerns about getting stuck or not ever getting to an action plan. Thomas stated that some people feel the process has been moving too slowly while others feel they need more data before committing to a plan. Thomas indicated that by creating two sub-committees members can be engaged in a space that feels right to them before meeting again in December. A member asked if the committee was in stage two or three. Thomas indicated that the committee will have conversations in stage two and stage three.

The sub-committees met for 30 minutes to explore an action plan.

The two groups came back together to share their action plans. The Information Gathering Sub-Committee reported they plan to address some of the “now” questions. They plan to bring updated snapshots and Crete will bring middle school data so the group can cross-reference all survey data. The Research and Brainstorming Sub-Committee planned to look into possible options such as Be Nice. They intend to reach out to other similar schools to see what they use and find out what they know. They reported that they desired a program that would support all students, staff, and parents. Thomas adjourned the meeting at 5:45 pm.