

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

February 6, 2024

4:15 PM

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

Facilitator Thomas called the meeting to order at 4:20 p.m. She welcomed everyone and reviewed a potential timeline for the remaining meetings of the year.

After reviewing the timeline (attached), committee members remarked that it appeared to be ambitious. One member pointed out that staff would need training in order to feel comfortable leading any recommended work. One member indicated they were relieved that the committee was finally moving forward. Another member stated they wanted the group to remain flexible on the timeline in case there was a need to pause and assess anything. A member wondered if the goal was to identify one recommendation or multiple possibilities, noting that it may be difficult for the group to come to a consensus on one solution.

Thomas shared that there may be a need for multiple solutions to cover the different components of the problem of practice. Thomas reviewed a potential criteria matrix (attached) that the committee could use to assess various solutions.

Thomas introduced a sorting document (attached) that the committee could work on during the meeting, which included the three main components of the problem of practice. Thomas indicated that members should review the resources from the collected document and identify a portion of the area of practice that any of the resources listed could address. By using this sorting document, there may be a set of recommendations that the group may share in the end. Thomas stated that administrative team members would be updating the board and gathering their feedback at an upcoming board work session.

Thomas asked if there were any questions about the December meeting minutes. A member suggested adding the conversation about loving students on purpose, that half the members of the information group joined the research group, and the nuisance needed to be nuanced. Motion by Dougherty, second by Hemmes. Motion passed.

January meeting minutes motion by Taylor, second by Crete. Member stated that Hoekstra not Molchan who reported back at the end of the Zoom meeting, there was a decision made to pause the data collection group, wants links of resources being considered in the minutes to be transparent. VanderJagt agreed that the recommendations made to the board should be shared publicly, but was concerned that there were too many options being considered currently which could accidentally mislead the public about the direction of the committee. Several members indicated they agreed that the resource list was currently too broad to share. The group decided that maybe a summary could go out once it was narrowed down, and a list would be compiled regarding which school districts had provided resources for the committee to

review. Molchan is not in the survey group. A member expressed they were surprised to see the words DEI attached to one of the resources and stated that phrase was likely to invoke a negative reaction from the community. The member went on to state the link in question did not give much information beyond stating that there was a DEI office. Another member pointed out that since the committee discusses discrimination against protected classes, the words diversity, equity, and inclusion are commonly used and may be impossible to avoid. It was also noted Jacob Lenhart was absent from the January meeting. Motion passed.

Thomas reached out to two prospective new members, who both declined.

Thomas asked the group to read the norms and reflect on what may be important as they engage in the next steps of the process. A member stated that directly sharing concerns inside the committee to keep conversations going would be important.

Partners got together for thirty minutes to start on the worksheet.

### **Partner Summaries**

Hoekstra- bully-free schools aspect of the safe and supported schools initiative could be a potential solution for the first and second issues and the intended audience could be students and staff. They had not addressed the how, but the where was link #2.

Dougherty: The Jostens lessons can't access it all without an account. Thomas offered members to review the free lessons that they can access to assess that resource, and additional lessons can be accessed through the current account holders if necessary. VanderJagt pointed out there were thousands of resources in Jostens. Another member noticed this resource didn't do a district-level contract, but instead a school-level contract.

"Homework" Before the March meeting make your worksheet electronic and complete it before the March meeting.

Thomas gave another 15 minutes to process the sorting activity.

Thomas: Criteria matrix, shared example, 3-5 criteria to rate each resource or solution. What the final criteria is will be up to the committee, so that there is a common criteria when evaluating. Members wrote down criteria that they felt would be important to use on post-it notes and gathered them into common themes as a whole group. This feedback will be used in the next meeting to determine the decision-making matrix.

Thomas ended the meeting at 5:45 pm.