

Diversity and Advocacy Committee  
Meeting Notes  
May 9, 2023

Present: Abby Pater, Ami Taylor, Carissa Woodwyk, Chelsea Reed, Doug VanderJagt, Greg Molchan, Jacob Lenhart, Jennifer Dougherty, Jordan Beel, Joy Hemmes, Louise VandenHuevel, MacKenzie Stefanich, Mandy Thomas, Nate Hoekstra, Paul Raschke, Ryan Crete, Zach James

Absent: Aimee Ditmer, Jennifer Brummitt, Marc Arnoys, Steve Burns

Notetaker: Jennifer Dougherty

**Video Review:**

Committee members were emailed the videos that had been prepared for students grades 3-5, middle school students, and high school students. The videos were made to explain what the Diversity and Advocacy Committee is to students. Videos are also intended to be shown to all employees of the school district.

**Elementary:** The language “sexual orientation” was removed from this video as an outcome of the discussion at the April meeting. The language was made more child-friendly, and the tag was added at the end: if you have experienced harassment, please tell a teacher or trusted adult. There were no additional changes suggested.

**Middle School:** Some committee members suggested that the video be redone because some of the students in the video were not speaking clearly. The suggestion was made that we show the Elementary School video to the Middle School also, but many committee members felt that it was important to have a video for the middle school that included their peers. The group agreed that it needs to look more polished. A final video has not been viewed or approved by the committee.

**High School:** The video that had been sent to committee members was not the finalized version. The newer version was emailed later in the week. The committee has not finalized this video, as feedback from the group is still being collected.

## **Survey Review**

**Elementary:** The group edited a few questions to ensure that they were not leading questions. They also reworded some for clarity. There was a lengthy discussion about including the word “other” when describing gender. Ultimately, “other” was removed from the gender description, although several committee members strongly disagreed with this outcome.

**Middle School:** The group edited a few questions to ensure that they were not leading questions. They also reworded some for clarity.

**High School:** The group edited a few questions to ensure that they were not leading questions. They also reworded some for clarity.

**Staff Survey:** The committee ran out of time, and the staff survey was not reviewed. Mandy emailed the survey to the committee later in the week and asked committee members for feedback. The survey has not been finalized, as feedback from the group is still being collected.