

HPS Diversity and Advocacy Committee – Meeting Minutes  
December 6, 2002

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

Absent: Cara Riley

Establishing committee threshold for consensus:

Committee members voted for what percentage they thought would be acceptable for establishing consensus. The average was taken, and consensus has been established as 74%.

Identifying problem of practice:

Four potential statements were posted, and committee members discussed each with small and whole group conversation. From this discussion, two additional options were developed as a result of making a proposed modification of one or more statement. The four original statements were:

“Our laws & policies require HPS to create an anti-harassment environment for all learners. Instances of discrimination based on protected factors occur in our district, as well as instances which may not fall under the protected classes. With this as our starting point, how can we better collect data, implement proactive measures, and continually monitor and improve the issue?”

“Discrimination and harassment based on race, religion, disability, and sexual orientation is occurring at HPS. The DAC acknowledges that instances of discrimination and harassment are not limited to these protected groups within our district. Our laws and policies require us to create an anti-harassment learning environment for all students and staff. It is the mission of this DAC to close this gap for all.”

“Instances of discrimination based on protected factors are occurring in our district. Instance of harassment and bullying also occur that are not based on

these factors. Our laws and policies require us to create an anti-harassment learning environment for all learners. With this as our starting point, we seek to gain feedback from relevant stakeholders and explore options to address this issue.”

“Discrimination and harassment based on race, religion, disability and sexual orientation is occurring. Our laws and policies require us to create an anti-harassment environment. How do we close this gap?”

Some committee members do not want to list the protected classes by name in the statement, because there are incidents of harassments occurring to students outside of these classes. The concern was that naming protected classes makes the statement too narrow. All students deserve to be protected from harassment.

Some committee members feel that not naming the protected classes dilutes the reality of the statement. A member compared this to saying BLM (the statement, not the organization) vs. All Lives Matter. The goal is to raise the value of the minorities like whites have been elevated. Another member doesn't want to lose sight of the purpose of the committee which is to address the issues of the protected classes.

Following discussion, members voted on statements that they could support as the committee's "problem of practice statement." Members could place a voting sticker on any of the statements that they could support. Elements of the original proposed statements were included in the final problem of practice statement. The committee voted and reached consensus on the following statement:

*“Discrimination and harassment based on race, religion, disability, and sexual orientation is occurring at HPS. The DAC acknowledges that instances of discrimination and harassment are not limited to these protected groups. Our laws and policies require HPS to create an anti-harassment learning environment for all. With this as our starting point, how can we better collect data, implement proactive measures, and continually monitor and improve?”*

The next agenda will address potential stakeholders that we want to hear from. Who are they, and what do we want to know?