Key Discussion Items

1. Recap of last year with structure overview, goals and activities. For full list of Committee goals and activities, visit this page: https://www.ferndaleschools.org/community/diversity-committee/

   a. Cultural Education Committee. Liaison: Kat LaTosch, klatosch@gmail.com
      i. Next planning meeting Thurs. 10/10, 7pm Biggby
      ii. Shared three primary activities for this year
          1. Planning school community cultural education events
          2. Working together with school curriculum development for diverse and inclusive class and course content
          3. Launching the TAHO initiative: https://drive.google.com/open?id=1IwHGhmpCV5mLDMKJYjCG6v571sAKc2T
   h5

   b. Student Equity Committee. Liaison: Trina Tocco, trinatocco@gmail.com
      i. Focus areas
         1. Last year, committee worked on changing the background check process required for volunteering to open it up, provide more protections for confidentiality, change approach for minor offenses that took place many years ago.
         2. Equity in honors and AP course participation, specific focus on racial equity
         3. Equity in application of disciplinary actions, specific focus on racial equity
         4. Gathering data from the district on these areas and better understanding some of the issues related to the dynamics for effective intervention
      ii. Student Equity & Parent Advocacy partnering in meeting.
         1. May include gathering more information
         2. Institute formal trainings.
      iii. Next meeting – joint meeting with Parent Advocacy: 10/16 at 6pm. Location TBD.

   c. Parent Advocacy Committee. Liaison: Sandra Dukhie, sandukhie@gmail.com
      i. Focus areas
         1. Make a go-to guide that has all things parents need to know.
         2. Challenge: once printed, it’s already out-of-date, trying to consider approaches to make the document timeless.
         3. This year – start putting a guide together. Working together with student equity committee, will begin with description and overview of discipline process and support for parents on how to advocate for your child.
      ii. Meets mainly online, but first meeting will take place in partnership with Student Equity Committee on 10/16 at 6pm.
2. Monthly Diversity Committee meeting structure changes summary. Diversity Committee Meetings will take place to accomplish specific pieces of work and/or learning.
   a. Tentative fall schedule of topics:
      1) Oct:
         i. reviewing data from district request, brainstorm actions based on what we've discussed and learned;
         ii. solidify event plan
      2) Nov: event planning meeting
      3) Dec: meet as needed
      4) Jan: Social Emotional Learning workshop
      5) Feb: Principal updates on diversity-related initiatives at each school
   b. Communications Suggestions/Upgrades:
      1) We will be keeping minutes and records of meetings so that decisions are recorded and there is less confusion about decisions made
      2) Can we make meetings available via Zoom? District thinks we can make this happen.
      3) On webpage – can we include a resources link, like a book list? Current page: https://www.ferndaleschools.org/community/diversity-committee/
      4) Can we make a Facebook Group for the Diversity Committee – adds legitimacy to the group? Can also post announcements about the Diversity Committee to the existing facebook parent groups/pages.

3. FPS Strategic Plan Update
   a. Preliminary remarks
      i. Although district restructuring was a polarized topic
         1. Highest enrollment this year of the last five
         2. Greater retention of existing students, then in recent history
      ii. Social Emotional Curriculum – District received national award for the district’s work in this area.
      iii. This year’s focus on measure-able, timebound, actionable work.
   b. Link to strategic plan overview/slideshow:
      https://www.ferndaleschools.org/district/about/strategic-plan/
   c. Question: Should we assess how our Diversity Committee Goals interface with the Strategic Planning Goals?
   d. Equity Innovator Award – Ferndale awarded this from the Midwest Equity Project! Very high recognition for the work of this district. While we always feel like we are not doing enough, compared to all the other districts, we have made much progress.

4. Discussion – Brainstorming our first Cultural Education Event of the year.
   a. District Wide Event - Event Ideas:
      i. District-wide diversity festival – Jodi Berger has hosted one of these in another school previously. Representation of a variety of different Cultures. Family story sharing.
      ii. African Festival (did it last year), some difficulties in how this was delivered last year at different schools. Included classroom study/research. Could we tie it into Ramadan “How we Worship?”
      iii. Religion/spirituality – take care in how to express/share/educate.
iv. Show a movie, connected to a book and have a facilitated conversation, build it into classroom discussions too. Could show movie at a local theatre and make it into a fundraiser. Post movie discussion can assist in building the practice of having conversations across difference. Relates to subject of Courageous Conversations (these would need to be in small formal and highly facilitated).


vi. Courageous Conversation Nights – this idea may need more exploration / readiness assessment

b. Process Considerations:
   i. How do we include people in a variety of positions/relationships to schools to build buy-in?

c. Cautions:
   i. If “diversity event” would like event to be meaningful and not surface level where it just focusses on food and clothing.
   ii. Worries about focusing on calling us a diversity committee and events being limited to one topic and leaving some groups out.
   iii. People are sometimes pressured to reveal things they are not prepared or do not want to share. Don’t want someone to be forced to reveal some aspect about themselves (example: atheists being expected to talk about religious practices)
   iv. Some concern over hosting of religious-based event (proselytizing)
   v. Some criticism of “global holiday recognitions” that go out in December and erroneously lump all religions together (not all religions have significant holidays in December)
   vi. Potential Day of Service for MLK – separate this out from events.

5. Wrap-up | Jackie (5 min)
   a. Sign-up for committees – if you would like to sign up for a group, contact the committee liaison (see above).
   b. Next Steps:
      i. Will put out poll of event ideas for voting and then discuss at next meeting on 10/28.
      ii. Request: would like data captured on how many special needs children/families leave the district? (referred to Student Equity Committee)
   c. Upcoming meetings:
      i. Coordinating Committee – 10/9 at 6:30pm-8pm, Starbucks on 8 Mile
         1. Request: Consider moving social emotion learning up on calendar – lots of new information, new activities that the district has been engaged in.
      ii. Cultural Ed Committee – 10/10 at 7pm-8:30pm, Biggby
      iii. Diversity Committee – 10/28, 6:30pm-8pm at FUEL