

# Saline Area Schools

## Diversity, Equity, Inclusion Advisory Committee Meeting

### Wednesday, May 16

#### Meeting Goals:

We will:

- Discuss/Review public engagement and build a plan for 2023-2024 to include more public engagement.
- Work on Recommendations
- Discuss DEIAC Communication Plan

#### Agenda:

- I. Someone Please Take Notes?
- II. Bridge to Civility
- III. Updates:
  - A. Administrative Update:
    1. DEIAC members received an update on administrative actions/events supporting the DEI 3 Year Plan objectives.
      - a) Examples: Teacher book study on culturally responsive instruction, 3 Year Plan Review process, DEIAC representation in the annual report and kindergarten walkthrough
  - B. “Controversial Issues” Policy Update: Board Report
    1. Members of the DEIAC shared their recommendations on the policy with the school board
  - C. Washtenaw County Racial Justice Forum Update
    1. Member of the DEIAC represented SAS at the Washtenaw County Racial Justice Forum and shared a summary
  - D. Pride Month Support
- IV. Subcommittee Updates
  - A. Break Out
    - a. Sub-committees worked on recommendations
  - B. Report Out
    - a. Sub-committees reported out on their progress
- V. Public Engagement
  - A. DEIAC will adapt two models of engaging the community for 2023-2024



# Saline Area Schools

## Diversity, Equity, Inclusion Advisory Committee Meeting

April 12, 2023 6:30 pm-8:00 pm

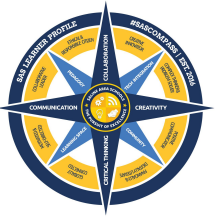
### Meeting Goals:

We will:

- ☐ Engage in deep and rich discussion on how to engage the community more effectively
- ☐ Review updates on our own time

### Agenda

- I. Volunteer to Take Notes?
- II. Norms and Committee Charge
- III. Updates:
  - A. Administrative Update to be reviewed on your own time
- IV. Large Group Dialogue:
  - A. Each member of the DEIAC shared their thoughts, ideas, fears, concerns, hopes as it relates to engaging the community more effectively. Each person was given a chance to share and ask clarifying questions.
  - B. Laura and Channon will take the notes from this conversation and bring back to the committee two models for community engagement to choose from for the 23-24 school year.



# Saline Area Schools

## Diversity, Equity, Inclusion Advisory Committee Meeting

Wednesday, February 1, 2023 6:30 pm-8:00 pm

### Meeting Goals:

We will:

- ☐ Receive updates on specific items: Administrative, subcommittees and board meeting recap
- ☐ Discuss public comment at DEI AC meetings
- ☐ Have time to work in our subcommittee groups

### **Agenda**

- V. Volunteer to Take Notes?
- VI. Norms and Committee Charge
- VII. Updates:
  - A. Administrative Update
    - 1. All work Sensei Change has done for Saline has been pro-bono up to this point
    - 2. Hate Speech/Acts internal research completed and shared with the Principals It will be shared with the DEIAC once principals have had initial discussion about it as a team.
    - 3. Information about restorative practices and restorative justice has been collected with the intention of providing updated training for building leaders.
    - 4. SAS is working on providing updated guidelines on opting out and book selection.
    - 5. Information on SAS' "controversial issues" policy and the potential revisions.
    - 6. Policy Meeting schedule will be published for community to speak
  - B. [Board Meeting Presentation](#) Recap
  - C. Subcommittee Updates (if any from the last meeting - notes)
    - 1. **Welcoming New Families**
      - a) general template for FAQ for each building. Started with 5 questions, translated to Spanish and Arabic

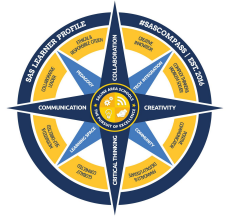
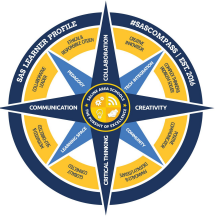


## 2. Bridge to Civility, “Speak Your Truth”

- a) Recognizes that the second iteration of the DEI (DEILC) did not have direct input on the Bridge to Civility.
- b) There needs to be clarity in the wording in order to protect the humanity of all engaged.
- c) Revised wording will be shared with superintendent.
- d) The Civility Project - Channon to check into

## 3. Building Community Trust

- a) work on strengthening our connections in Saline
- b) protecting the community from harm
- c) Communication strategy around hate acts, having clear communication about what is acceptable and what is not.
- d) Providing information at orientation, on website, FAQ, consistency in handbooks.
- e) Perception that Athletics is a crucial part of causing harm and getting away with it.
- f) Focus on Middle School to start.
- g) Be more specific with consequences and what the harm is. In other communities, athletes are held to a higher standard as they are representing our school and community.
- h) More clear and concise specific consequences directly linked to season. Led to restorative practices starting with elementary schools.
- i) Athlete code of conduct is buried and difficult to find.
  - (1) These recommendations can be given to the Athletic Director
- j) We can invite others to attend, ie Equity Team, Athletic Director, etc.
- k) Want to be sure to cover other clubs and organizations
- l) Athletic Department is speaking at the next board meeting
- m) There is a document for parents of athletes that demonstrates how law, policy, federal, state, MHSAA, athletics handbook, school handbook, saline board policy link together
- n) New AD is invested in building a better culture



#### 4. Survey Data

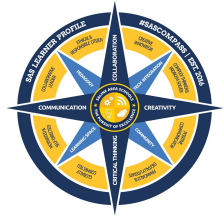
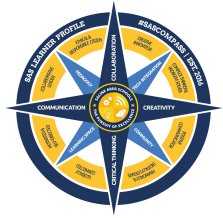
- a) results, notices and recommendations, combined with EJATT to give to school administrators to review

#### 5. Form a new sub-committee around students with IEPs

#### VIII. Public Comment at DEIAC Meeting - Discussion summary notes

- A. We would use the same rules as the School Board, but not make the whole meeting public and make sure that was clearly communicated
- B. Structure or capacity to enforce time limit
- C. Potential time issue, meetings going late
- D. Risk to members safety, by having public come in to the meeting
- E. Willing to have an email for questions
- F. Zoom option for Channon to be the face
- G. Can only be a part of Saline Area School District
- H. Based on feedback from the Open House to provide more information to the community
- I. Where does this fall under our charge?
  - 1. Assess the current district environment
- J. Transparency is important
- K. Students - ok listening to comments, but not comfortable with name and face, location
- L. Quarterly open house/engagement session (once a trimester)
- M. If limited to 15 minutes of listening, but not answering, doesn't lead to dialogue
- N. Place to bring concerns in a positive
- O. Like transparency, bringing community together, but still need to keep members safe, so engagement sessions would help with this

#### IX. Subcommittee Work Time



# Saline Area Schools

## Diversity, Equity, Inclusion Advisory Committee Meeting

Tuesday, January 17, 2023 6:30 pm-8:00 pm

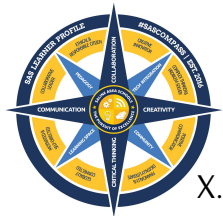
### Meeting Goals:

We will:

- ☐ Receive updates on specific items: Administrative, 3 year plan, subcommittees and board meeting presentation
- ☐ Have time to work in our subcommittee groups

### Agenda

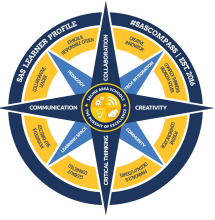
- I. Volunteer to Take Notes?
- II. Norms and Committee Charge
- III. Updates:
  - A. Administrative Update
- IV. Hate Speech - some central office administrators have met and all administrators will meet again to discuss needs and possible revisions to the Hate Speech guidance. DEIAC will be asked to review.
- V. Feeling welcome - Black and Lgbtq+ students felt less welcome than their counterparts. This is supported by recent survey data and qualitative data.
- VI. Current demographic data is available to sub-committees for their work
- VII. Athletics - Winter sports will have a learning experience on becoming a better ally. All five basketball teams and the cheer team have completed this experience. Head coaches will all participate in learning on the connection between equity and inclusion and athletics
- VIII. Communication Plan - Saline will launch social media accounts dedicated to DEI
- IX. Parent/Guardian education series - in person Feb 15, Mar 15, virtual Apr 13
  - A. 3 Year Plan Update Update
    1. Co-Chairs will meet with Sensei Change Associates to plan focus groups to review the 3 Year Plan
  - B. Board Meeting Presentation Update
    1. Three DEIAC members will present an update to the School Board on January 24th



X. Sub-Committee Status Reports (These are notes)

- A. April 2022 MDE LGBTQ+ Legal Updates
- B. Hiring & Retention - met with Superintendent of HR, talked about demographics of staff, changes from the last time talked to now. How do we diversify the staff? Teacher shortage nationwide - good conversation. Interviews conducted with existing teachers identifying as racial/ethnic minority and other identity minorities to investigate possible retention strategies. Data will be shared with the subcommittee.
- C. Survey Data - looked at survey data, deep dive into raw data to come up with questions to ask or ask first and then search data for answer. Looking for a few actionable items to bring to the committee. Raw data shared. Analysis presented as an example of how to use the data.
- D. Gender Neutral Forms - looking through SAS website and collecting forms. Reviewed all forms, one completed correction. Emailed the City DEI to meet to work together on forms in Saline, ie Rec Center. Will work on general guidance for SAS on creating gender neutral forms.
- E. "Speak Your Truth" Norms - not sure how this would be utilized, full on workshop or presented as a slide (online resource). How can we build norms into the school's routine? Consensus building - speak your truth day, etc.
- F. Social Identity Based Incident Communications Plan - had a lot of ideas, need to dig in further and do more research, some items in the admin update that could be used, to not duplicate. Consistency with Hate Speech/Acts.
- G. Create Community trust - Working with PTO, PTA, DEI City to hold events that bring diverse groups together, see each other as people.
- H. 5511 Policy: Dress & Grooming - to circle back, working document
- I. Gender Support Plan - How is this going to be used? Posted on the website? Who approves? What is the ultimate goal? Have heard from supportive parents who don't know where to go to support their child (youngest 6th grader), other parents who are not supportive, just didn't know where to go or who to ask. Guidance from research, experience, give recommendations. District leadership can take that, where to go, who to contact. IE in the High School - you may get a different person each time. Parents don't know where to start. Flow chart. Ultimate plan to have resources on our website.
- J. Building Community Trust - merged with Social Identity





- K. Engaging New Families - setting up a date to meet in the next week or so. Keep in mind the welcoming of EL families, or other specified needs. Transition nights invite special education to speak.
- L. Student Input - Next meeting
- M. More DEI Educational Opportunities - Sia, Bridgette

XI. Sub-Committee work time (Postponed)

XII. Open For Discussion:

- A. Photos and Brief Bios for the DEIAC Website - who we are, not required, if not comfortable - will discuss further
- B. Public Comment at the Beginning of Our Meetings -
  - 1. just listen for 15 minutes, dismiss the public
  - 2. or have public in a separate room where we go to, listen for 15 minutes, then we leave.
  - 3. Another option for email so the community could send us a message, then we talk about it. Have an auto response stating when the next meeting is, we will discuss then, if you need immediate response contact Channon W.
  - 4. Consider response time.
  - 5. Virtual, would only see Channon, but the whole DEI would hear it.
  - 6. "Community Feedback". Time limits should be strictly enforced. Keep a FAQ.
  - 7. Co-Chairs will organize these ideas and bring them to a more organized consensus building discussion
- C. Career Day at SMS - do you know of anyone who would be interested in presenting at Career Day who also may represent a diverse background?





# Saline Area Schools

## Diversity, Equity, Inclusion Advisory Committee Meeting

Wednesday, December 7, 2022 6:30 pm-8:00 pm

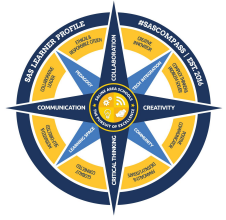
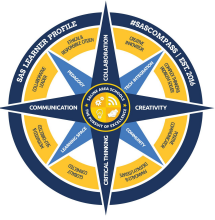
### Meeting Goals:

We will:

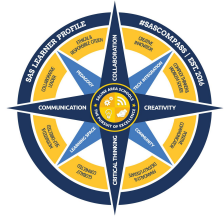
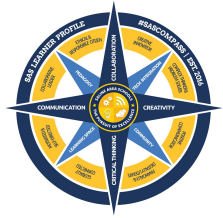
- ☐ Review the intention, impact and (potential) future of the DEIAC Open House
- ☐ Hear from our sub-committees
- ☐ Review a school board policy through the lens of equity as a group

### **Agenda**

- I. Volunteer to Take Notes?
- II. Norms and Committee Charge - [reviewed](#)
- III. Administrative Update - [postponed for this meeting](#)
  - A. We will hold until January in order to have more time for reflection on the DEIAC Open House.
- IV. Reflecting on the DEIAC Open House
  - A. Roses and Thorns
    1. [There were a lot of roses and thorns \(and buds\) shared.](#)
    2. [Roses:](#) compliments to Channon, and many other DEIAC members, the great turnout, the breakout sessions with good conversations, learning about true concerns, passionate community members, new people, glad to be prepared that there would be a lack of closure from the meeting
    3. [Thorns:](#) some were personal reflections of specific attitudes/behaviors, needed more time for more discussion, needed more student voices
    4. [Bud-](#) Broaden communication and outreach
  - B. Feedback (Notes from High Top Group)
    1. [Share and compile](#)
  - C. Keep, Cut, Revise
    1. [large group discussed the future of the open house by outlining what we should keep, cut and revise](#)
      - a) [Examples are changing the name, providing more time for community engagement by having smaller groups facilitated by DEIAC members](#)
- V. 3 Year Plan Update



- A. We have a “yes” from [Sensei Change](#) to help with our 3 Year Plan Focus Groups. Stay Tuned!
- VI. Volunteers Anyone?
  - A. We need 2-3 people to prepare a report for the SAS Board for January
  - B. [Agreed to build consensus around the BoE report](#)
- VII. Sub-Committee Status Reports
  - A. Please share where you are with having a meeting and actions.
    - 1. (It’s ok if you have not met yet, share your intentions)
  - B. Please meet before January 17, 2023
- VIII. Policy Review (Whole Group)
  - A. 5511 - Dress and Grooming
    - 1. [Whole group discussed the proposed dress and grooming policy through the lens of equity by using the Guidance and Recommendations Tool.](#)
    - 2. [Citizens can attend Policy Committee Meetings which are public to learn more.](#)



**Saline Area Schools**  
**Diversity, Equity, Inclusion Advisory Committee Meeting**  
**Tuesday, November 15, 2022 6:30 pm-8:00 pm**

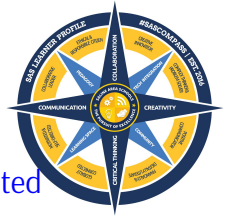
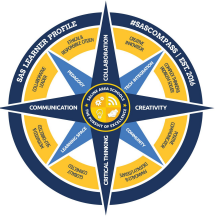
Meeting Goals:

We will:

- ☐ Get to know our new members and allow them to get to know us
- ☐ Educate around updates
- ☐ Begin to prioritize and divide the work for the immediate future

**Agenda**

- I. Norms and Committee Charge - reviewed, to be added to binder
  1. Listen to understand not persuade
  2. Speak one's truth
- II. Introductions
  - A. New Member Introductions - board of ed trustees are here to observe, will interject occasionally, mostly here as observers.
  - B. "This is Me" Activity - activity to see what all we have in common. We have a lot in common.
- III. Updates
  - A. Open House: November 29, 6 to 8 pm - Liberty School
    1. Format & Slideshow Draft - enjoy reading through on your own time.
    2. We Need Volunteers - if interested, let Channon know
    3. Introductions
    4. Please Help Publicize!
      - a) Invite 5-10 neighbors
      - b) Post flier to your social media
  - B. Administrative Update
    1. Great orientation, love energy and added diversity
    2. Hate speech acts - Channon is sitting with every principal, special education to review hate speech and collect data. Use this to create a baseline to build from.
    3. K-2 Bridge to Civility
    4. Learning curriculum and assessment - every teacher has participated in two modules on achievement data that included an introduction to studying disproportionality by race, gender, economic status, English Learner and Special Needs designation



## 5. Working with Communications for a way respond to social identity related incidents

- C. Sample Work from the Equity Teams
  - 1. “Pronouns” from SMS Equity Team
  - 2. SMS Equity Team Newsletter & DEI Announcement Slides
- IV. Prioritizing and Dividing the Work - Open Discussion
  - A. 3 Year Plan Success Indicators
  - B. Sub-Committee Divisions
    - 1. How Do You Want To Divide the Work?
      - a) Take a look at the Guidance and Recommendations Tool and decide what you would like to work on.
      - b) Sub-committee expectation:
        - (1) Meet in between meetings with the intent to produce action
- V. For Review: Small/Large Group Open Discussion - [read through, we will discuss in the next meeting](#)
  - A. [5511 - Dress and Grooming](#)



## Bringing Together Our Comm(UNITY) A DEIAC Open House

**Event Date** | Tuesday, November 29, 2022

**Time** | 6:00 - 8:00 p.m.

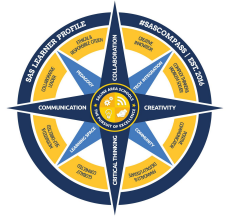
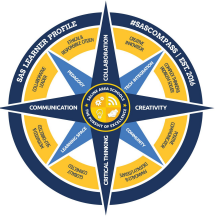
**Location** | Liberty School

### Event Details

Event attendees will have the chance to...

- Meet the members of the DEIAC
- Learn about the DEIAC's Mission, Vision, Charge and our work
- Engage in connection and some small group discussion

All are welcome.



**Saline Area Schools**  
**Diversity, Equity, Inclusion Advisory Committee Meeting**  
**Wednesday, October 5, 2022**

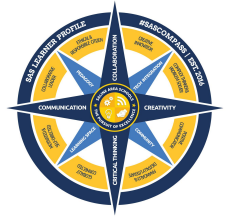
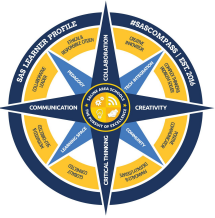
Meeting Goals:

We will:

- ☐ Get to know our new members and allow them to get to know us
- ☐ Re-orient to the DEIAC binder

**Agenda**

- I. Volunteer to Take Notes?
  - A. Notetaker
  - B. Norms and Committee Charge
- II. Introductions *\*Holding until next meeting when new members can be present*
  - A. New Member Introductions or Update
  - B. "This is Me" Activity (pending new member attendance)
- III. Administrative Update:
  - A. Hispanic American Month (Sept. 15)
    1. Shared samples of teacher and student activities to highlight, educate and celebrate this heritage month
  - B. Fall Holidays Letter & Guidance
    1. Provided for information and to demonstrate how buildings use in their planning
  - C. Open House Update
- IV. DEIAC Orientation - Feedback Needed
  - A. The Binder
    1. What could be included?
      - a) The Bridge To Civility
      - b) The DEI 3-Year Action Plan Summary Page
      - c) The DEI 3-Year Action Plan With Enlarged Font
      - d) Demographic Data Summary (Including IEP, EL, SES, Etc)
      - e) Survey Data
      - f) Disaggregated Achievement Data
      - g) Condensed But Accessible Building Handbook
      - h) The Compass
      - i) The DEIAC Policy/Mission/Vision/Membership
    2. What Steps Could Be Taken?
      - a) Orienting To The EJATT - The Way The Framework Is Built
      - b) Articulate The Scope Of The Work



### (1) Identify Priorities (Annually)

#### V. Open Discussion - Feedback Needed

##### A. Guidance and Recommendation Tool

1. Keep it, Modify it, Scrap it?
  - a) Keep version of it and tie it to DEIAC 3 Year Plan
  - b) Develop a cadence to the “study items” the DEIAC reviews
  - c) Hold space for emergency items
  - d) Identify any cyclical items that team can address well ahead of time

##### B. First Thoughts About Updating the 3 Year Plan?

1. Need to include teacher voice as one of the original goals was to establish building equity teams, now they can provide input and feedback.
2. Collaborate with other districts’ equity leaders in order to gauge our work toward our goals?
  - a) Using the roster designed by former student DEIAC member
3. Include regular integration of students (two year terms)
4. Connect the data more closely to the plan
  - a) Parent survey, achievement data
5. Perhaps structure the plan similar to the EJATT and/or do a crosswalk to help with measurement, goals and alignment
6. Could we host focus groups with an objective facilitator
  - a) Include Special Ed, EL, Translators, Childcare etc.

##### C. Subcommittee Division

1. Sub-committees should return their action plans to the larger committee to build consensus
2. Develop a (digital if needed) communication plan for immediate feedback
3. Condense the 3 year plan so that we can manage it in order to properly prioritize it and divide it up

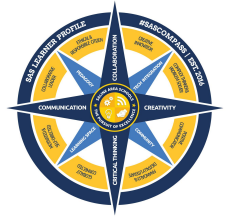
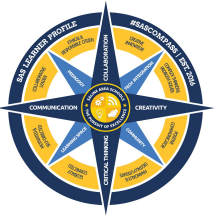
##### D. Additional Discussion

1. The equity teams have been or are being provided the DEIAC 3 year plan to provide feedback
2. Stakeholders received the summary sheet post parent education series

### Questions

- Is there a budget?
- Is the DEIAC meant to revise the plan or does the district?

Next Meeting: Tuesday, November 15, 6:30 pm



**Saline Area Schools**  
**Diversity, Equity, Inclusion Advisory Committee Meeting**  
**Wednesday, September 7, 2022**

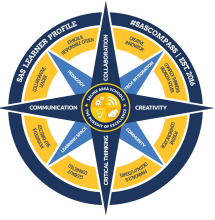
Meeting Goals:

We will:

- ☐ Re-introduce ourselves to each other to build and affirm community
- ☐ Orient ourselves to the work for the 2022-2023 school year

**Agenda**

- I. Norms and Committee Charge
  - A. Bridge to Civility
    - 1. The plan is to continue to use and embed the Bridge to Civility framework within the district with proposed modifications.
    - 2. Staff will begin training and practice on the Bridge to Civility with a multi-year goal of implementing it in classrooms.
  - B. Committee Charge
    - 1. Reviewed “charge” that is supported by the administration and board policy
- II. Introductions:
  - A. Social Identity Wheel Activity (from activity used with SAS students)
    - 1. We used identity wheel to “re-introduce” to each other
- III. Housekeeping:
  - A. Membership Update
    - 1. Application period ends September 30.
    - 2. Still have one student on the committee. Strong interest in others joining.
    - 3. Up to 6 additional members will be selected
    - 4. Final selection based on School Board policy by Wednesday, October 3.
    - 5. Reminder that School Board Members are observers, not active participants
  - B. Meeting Time and Place
    - 1. Discussion about when meetings will take place
    - 2. The first Wednesday and third Tuesday will be the meeting schedule going forward
  - C. Administrative Update - Kara Davis/Channon Washington
    - 1. Review of SAS work towards equity and inclusion over the summer into the start of school
    - 2. Discussion about viewing district guidelines through the lens of equity moving forward
  - D. 2021-2022 DEIAC Year in Review Update
- IV. Organizing the Work This Year - Discussion Items



- A. DEIAC Open House
  - 1. Discussion on hosting a DEIAC Open House for the community to come and orient to the DEIAC's members, mission, etc.
- B. SAS 3 YEAR Action Plan Revision and Updating -
  - 1. Key work for the committee will be to update the plan. Also a stakeholder review to ensure all the voices in the district are heard.
  - 2. The committee will learn together as a DEIAC through training and learning walks within the district.
- V. Unfinished Business
  - A. Start Thinking Sub-Committee Organization - For next meeting
  - B. Quarterly Reports - For next meeting