

Holland Christian Diversity Task Force Minutes

January 13th, 2023

Present:: Katie Clausing, Rachel Hendershot, Abi Rodriguez, Andrew Kleyn, Andrew Caballero, Jesse Cabrera, Erin Wyma, Anna Slenk, Keith Blystra, Larry Jackson, Devon Scott, Kristin VanRavenswaay, Miles Colago, Lisa Lundy, Kristin VanOostenbrugge, Dinah Pereira, Doug Greer, Eric Forseth, Leanne Halma, CJ Grier, Dan Vos

1. Opening prayer- Andrew Kleyn was introduced and then opened the meeting in prayer.
2. Introductions and following these brief interactions, lunch was served.
3. Katie Clausing convened the meeting and highlighted the plans for each committee to cover their work and provide updates on their bi-monthly meetings.
4. Committee chair verbal reports were provided and discussion followed
 - a. **Curriculum** (Andrew/Doug)
 - Establishing baselines and connecting with the community has been a priority of this committee. Several examples were shared.
 - Reviewing the past literacy audit with the team and discovered it's more about identifying different authorship than literacy impact. Designed an addendum to the second survey so that we can better capture time spent on diverse books/authors.
 - Moving forward with plans to get information out to the community regarding Better Together in Christ- PD panel planned for 2/20 .
 - In regards to growth data (diversity of learners) working on aligning out student data with our three pillars and linking this with achievement data. We will be assessing what this data looks like comparable to our district area and some possible benchmark schools. There was some data presented that our economically disadvantaged and ethnically diverse students' performance is above the ISD peers but we still have a desire to be at or above the same level of the general student population.
 - Students feel a sense of belonging if they can see themselves in the curriculum. This group will be further studying as to whether we have any specific learning gaps as compared to the general student population? One other question arose as to whether our assessments for AP classes look the same as our general education classes?
 - b. **Recruitment/Retention** (Miles/Devon)
 - This group has had two meetings since our last meeting.
 - The team also met with one of the student clubs to hear their perspective. Essential feedback to consider is for those economically disadvantaged students how can we address some barriers (for example, if sport participation is becoming too expensive)? This Task Force committee is sensing student training and guidance is a present need. How can this overall culture issue be addressed with student body leadership and how do we equip students because the peer-to-peer culture is an opportunity to positively impact the school culture.
 - This planning group worked through identifying school practices and cultural issues with the following feedback:

Keep: Connecting diversity efforts to faith

Supporting our ESS programs for learner differences
Stay focused on academic rigor
Maintain athletics emphasis on faith-based, high quality educational experiences

Start: Exploring recruitment of staff from HBCU type of universities

Continue to identify what does it mean to have more of a community presence–note that Chaplain Bryant is working on a proposal this next year to have each grade level involved in service based learning within the Holland area community. This would be connected to the HC annual theme.

Continue to expand needs/based scholarships for ethnically diverse and socioeconomic status

Stop: Recruitment of staff only from traditional sources (note, this is not meant to be ungrateful for these excellent sources, but to also expand into new sources of staffing)

Bios on websites show HC as a predominant graduate placement which can possibly be misperceived as a potential requirement for employment.

Suggestions included having a more intentional/stronger connection with HC and church leaders-including obtaining their input and what their thoughts are on key topics of enrollment decision considerations. One initiative to explore included the proposed development of a pastors luncheon to ask how HC can stay better connected with pastors.

- It was noted HC is wonderful with empathy and respect for differences when it comes to ESS students, but how do we further tap into this potential for other situations?

c. **Hospitality** (Dinah/Abi)

- We need to take more time to share our own stories so that we can better understand each other and how learning this helps with intercultural competency.
- The hospitality committee as a recently formed group has begun discussing what we do well and what areas we have that are an opportunity for improvement..
- Looked through PBIS surveys, marketing study data, and will plan on sharing a recent study in the future if the committee members would like to see the research work done by Next Creative.

5. Review of Diversity Task Force website was a specific agenda topic. If you need to update your bio as a committee member, please proceed to contact Stacey Hollebeek by email for these specific updates shollebeek@hollandchristian.org.
6. We will plan to moving forward with plans to post more information (e.g., minutes of DTF) on the website and other activities so the community is better informed of the efforts related to Better Together in Christ.
7. Upcoming Better Together in Christ events in the community included:
Monday- City Hall celebration of MLK Day
Black History Month