



Community School District

**NOVI BOARD OF EDUCATION**

**DEI Board Committee of the Whole:**

**March 2, 2023**

**4:30 PM**

**AGENDA**

- I. CALL TO ORDER**
- II. DEI DEFINITIONS REVIEW**
  - A. Process and discussion on defining Diversity, Equity, and Inclusion
  - B. Possible recommendation to the whole NCSD BOE
- III. ROLES OF THE BOARD & DISTRICT DEI COMMITTEES**
- IV. REVIEW OF DEI ACTIVITIES**
  - A. DEI District Committee Update
  - B. Building Updates
- V. REVIEW OF DEI ACTIVITIES**
  - A. DEI District Committee Update
  - B. Building Updates
- VI. MICIP DISCUSSION**
  - A. Progress from previous plan
  - B. Possibilities and ideas preparing for the next cycle
  - C. Disproportionality and response to intervention need
- VII. COMMENTS FROM THE AUDIENCE**

*The board respectfully requests that any individual wishing to speak to the board provide their name, address, any organization they represent, keep their comments to the allotted time, and refrain from directing comments to individual members of the board, district employees, or members of the audience.*
- VIII. ADJOURNMENT**

# Defining DEI in Novi Community School District

## What Diversity Means...

*Diversity is something that is celebrated and embraced within Novi Community School District. Diversity is expressed in a myriad of forms, including race and ethnicity, gender, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status, and political perspective. As a truly diverse learning community, we become stronger through coming together and making us more aware, thoughtful, and open-minded to people and cultures that differ from our own experience.*

## What Diversity Does Not Mean...

*Diversity is not a placating idea that we simply discuss to check a box or make someone feel better. It is also not the practice of existing in an objectively diverse community without engaging each other with compassion, curiosity, and authenticity. In Novi, we celebrate diversity by truly attempting to learn and be interested in our differences, not just naming them. In a truly healthy diverse community, there is no room for discrimination.*

## What Equity Means...

*Equity means that every individual is provided the supports necessary for them to learn and grow. It also means that students get what they personally need to have every opportunity to be successful, and then giving them the freedom to pursue it. It means that we actively work as a community of learners to ensure that everyone has access to engage fully within our district. True equity in NCSD means that “we all rise together”—you cannot be truly great if some are left behind—by ensuring each individual gets the support they need to realize their potential.*

## What Equity Does Not Mean...

*Equity is not equality. Equality means everyone gets exactly the same thing no matter what (i.e. equal rights under the constitution), where equity means individuals get what they need (i.e. some people need glasses to see). Equity is not a discriminatory framework that hinders one group of people in order to assist another. It is not the same as Critical Race Theory (CRT)—which we do not teach—nor does it mean that we automatically assume people in majority groups are racist or prejudiced.*

## What Inclusion Means...

*Inclusion means that every individual feels a sense of belonging and representation within our schools. It means that regardless of a person’s background or experience, there is a place for them to thrive in our learning community. Inclusion also means that each individual within the learning community will have opportunities for their voices to be heard. A truly inclusive environment fosters an experience free of harassment or malice towards any individual.*

## What Inclusion Does Not Mean...

*Inclusion is not a “thing” or “initiative” to disingenuously make people feel better. It is also not an attempt to claim people are included but persist in ways that prevent a true sense of community. Inclusion is also not about creating the illusion of “safety” by eliminating perspectives that some may not like to hear in order to create a homogeneous echo chamber. Inclusion also does not mean that everyone must personally agree with the choices others make, but instead must respect and accept people for who they are or aspire to be.*

## Address High Impact Areas of District Culture

*Status:* ACTIVE

*Summary:* The Novi Community School District will infuse a focus on Diversity, Equity, and Inclusion into existing school improvement teams that are built upon a structure that engages staff, students, and families by June of 2023.

*Created Date:* 08/10/2021

*Target Completion Date:* 06/17/2023

### Strategies:

(1/1): Collaboration

*Owner:* RJ Webber

*Start Date:* 08/10/2021

*Due Date:* 06/17/2023

*Summary:* Collaboration is a vital way of enhancing academic learning and makes the working and learning environment pleasant and productive. It allows us to reflect on our own thinking while expanding our knowledge base. It increases opportunities for the bodybrain partnership to play an active role rather than a passive one in learning.

*Buildings:* All Buildings

*Total Budget:* \$50,000.00

- Other Federal Funds (Federal Funds)
- General Fund (Other)

### *Communication:*

#### Method

- Social Media
- Presentations
- School Board Meeting

#### Audience

- Educators
- School Board
- Staff
- Community-at-Large
- Parents

### *Strategy Implementation Plan Activities*

Activity	Owner	Start Date	Due Date	Status
DEI Building Teams	RJ Webber	08/10/2021	06/17/2023	ONTARGET

## DEI Building Updates November/December

Building	DEI Happenings	Notes
Novi High School	<ul style="list-style-type: none"> <li>- DEI newsletter</li> <li>- Contacting community organizations (NPL, PAASN)/BSA for Black History Month optional advisory event</li> <li>- Second building DEI meeting scheduled: Jan 11th, with Carter</li> <li>- Origami Advisory grant!</li> </ul>	Positive feedback on newsletters
Novi Middle School	<ul style="list-style-type: none"> <li>- Second DEI meeting scheduled for 12/20</li> <li>- Plans to look at LACO data from last year to determine areas of need</li> </ul>	
Novi Meadows	<ul style="list-style-type: none"> <li>● "Free to be Me!" Spirit Day</li> <li>● Morning announcements regularly highlighting cultural celebrations &amp; holidays.</li> <li>● Peer to Peer</li> <li>● Monthly Heritage Celebrations</li> <li>● Diversifying food choices at lunch. (Ex: Adding Butter Chicken to the lunch menu.)</li> <li>● Warm Fuzzy notes to peers and staff during lunch.</li> <li>● Newcomers Groups for New to District students.</li> <li>● Bridgepoint Holiday Celebration (Partnership with Detroit Public Schools)</li> <li>● 5th Grade Camp</li> <li>● 6th Grade Team Building Field Trip</li> <li>● Optional classroom activities (ex: World Kindness Day &amp; International Day of People with Disabilities.)</li> </ul>	<p><i>Note: The district DEI committee doesn't have representation from Meadows, so one of the counselors filled this out for anything related to DEI in their building for the whole year.</i></p>

Novi Woods	December school activity- <i>Woods You Rather</i> . Students sign up for a session that interests them (teachers offer a fun session that they are passionate about- cookie decorating, Harry Potter, games, etc It goes for 4 meetings). Giving student choice is our focus this month.	Our school wide locker tags are laminated and on each student's locker! (October activity) Each student picked a character trait they are proud of and now it's on display. :)
Orchard Hills	<ul style="list-style-type: none"> <li>- "Community Engagement Action Team" (DEI committee is merged with the family engagement committee)</li> <li>- Current focus is creating the building's multicultural week and night December 5-9 (multicultural night is evening of 12/8)</li> </ul>	
Parkview	No current updates or representation from PV on this team. Jennifer Murphy suggested Allie Archibald.	Allie would love to join the district DEI team!
Village Oaks	<p>-The Tuesday before Thanksgiving we had our annual Diversity Day. Students present a 2-minute presentation about what makes them unique. They can share dances, family recipes, holiday traditions or just about anything that makes them who they are.</p> <p>-In the beginning of November, we had an ofrenda, where a parent put up an altar for dia de los muertos.</p>	

DEI Committee next meeting date: [When2Meet](#)

- Team met 12/12 from 7 -8 PM on Zoom
- [Agenda/meeting notes](#)

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