

Ingham Great Start Collaborative

Meeting Notes

12/08/21

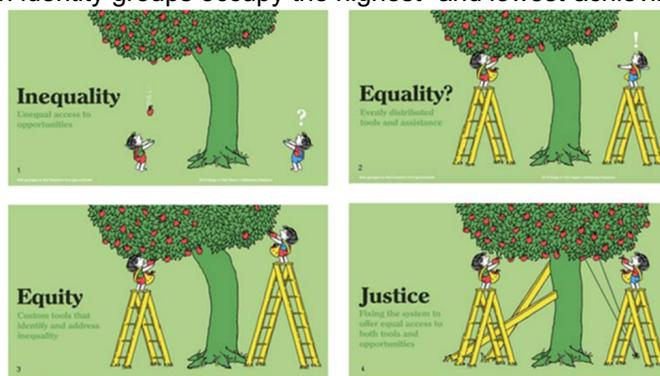
12:30 – 2:30 pm

Present: Sondos Al-Hachim-Parent/Islamic Center, Jessica Baker-Parent Liaison, Quintin Baptiste-ICHHD Strong Start Healthy Start, Wendy Boyce-Ingham ISD/GSC Co-Coordinator, Carrie Chance-CACS Head Start, Kae Dubay-LLG Coordinator/LICC Parent Rep, Marisela Garza-CADL, Michelle Gordon-Big Brothers Big Sisters, Allison Horne-Parent, Anne Hughes-CMH, Terry Loynes-MSU Kinship Care, Sarah Martin-Central Resource Center, Robin Melay-Pizzo-WKAR, Rebecca Meszaros-MDHHS, Barb Monroe-Central Resource Center, Michelle Nicholson-Ingham ISD/GSC Co-Coordinator, Theresa Pittington-Cristo Rey, Andrea Ryan-Stepping Up Together, Jodi Spicer-Ingham GSC Webmaster, Stephanie Thelen-Ingham ISD, Jasmine Tucker-LLG Parent, Dana Watson-ICHHD Maternal Child Health

I. Welcome, Introductions, Diversity, Equity, and Inclusion (DEI) Activity

Planning Team Members: Michelle Nicholson, Dana Watson, Tianna Leon, Rebecca Meszaros, and Andrea Ryan shared personal experiences, definitions and facilitated large group discussion:

- **Race:** A socially constructed way of grouping people, based on skin color and other apparent physical differences, which has no genetic or scientific basis or biological meaning.
- **Prejudice:** Refers to the act of making a judgment or assumption about someone or something before having enough knowledge to be able to do so with guaranteed accuracy, or “judging a book by its cover.” The word prejudice is most often used to refer to preconceived judgments toward people or a person because of race, gender, social class, ethnicity, age, disability, body type, religion, sexual orientation, or other personal characteristics. Prejudice also refers to belief without knowledge of the facts and may include any unreasonable attitude that is unusually resistant to rational influence.
- **Equity:** Involves increasing opportunities for individuals who receive an inequitable share of resources and opportunities because of social, psychological, and institutional structures. Equity work serves the purpose of narrowing the gaps between the most- and least-privileged individuals and groups, eliminating the predictability of life outcomes based on identity, and eradicating the disproportionality of which identity groups occupy the highest- and lowest-achieving demographics in society.



- **Anti-Racism:** The active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably. Anti-racism is an active way of seeing and being in the world, to transform it.
 - *What is standing out?*
 - No genetic or science basis of biologic meaning, or a construct based on separating people. In the past, one drop of black blood meant you were considered African American. Today, this looks different (i.e., bi-racial children) and this is okay!
 - Social construct – what is acceptable in society, which is not a rule, a mandate or legal, it’s just what people think and roll with. It’s “little boxes” you check off when completing the race questions on a form. It’s how you are viewed as a bi-racial person by yourself or by others—especially someone who may complete the form on your behalf. Whom does this

social construct benefit? And what about ethnicity? Not everyone feels included based upon the questions on the forms.

- Race can be based upon skin color but also categorized on a shared culture or social qualities which becomes inclusionary of various shades of skin color and features. And socially imposed versus chosen identity.
- *What is new?*
 - The words are not new; however, the “one drop” rule and how it is viewed now is new for me. Sometimes people are “attacked” for identifying one way or another. This comes from a long, painful history within the African American community if you choose to pass as white to receive the benefits of white privilege. There is a level of pride associated with being black and identifying as such—this has been the cause of uproars in history (Detroit). Children can struggle with how definitions are imposed on them.
- *Experience?*
 - Painful experiences can come from not being recognized as black when the person identifies as black.
 - No one experience is greater than another. Being indigenous adds another layer of race and cultural experience.
 - Is the “one drop rule” now reversed?
 - So many families are no longer homogeneous.
 - Having grown up in a family where my parents taught us to respect *all* people, I never thought about race until coming to the US and experiencing people pointing out race. It’s been a culture shock.

II. Spotlight [Ingham GSC Website](#) presented by Webmaster, Jodi Spicer, MA

Members took a virtual tour of the website to learn about resources, how to find them, and how to contribute. [Meeting agendas, notes, and spotlights](#) (listed alpha by year) can be accessed by the public. [Family Coalition and Parent Café](#) schedules and topics are posted. The Ingham Early Learning and Family Literacy [Calendars](#) are available in eight different languages; the “new” [DEI](#) page continues to grow; [ReadyRosie](#) is available to view or register to receive updates.

III. Outcome Groups in Break-Out Rooms Questions – Outcome Group notes can be found on the [Ingham GSC website](#).

- DEI: What stands out? What is new? Does the definition match your own experience?
- What progress has been made on Activities since the November GSC meeting?
- What are next steps to take on Activities by the January GSC meeting?

IV. Updates

- [Family Coalition \(FC\) Meetings](#) – All are invited to attend via Zoom. Zoom meeting link can be found on the [Family Coalition flyer](#). The schedule follows:
12/14/21 @ 10:30 – 11:30 or 5:00-6:00 p.m.
12/16/21 @ 5:00 – 6:00 p.m.
Topic: Refuel Yourself, Self-Care, and Resilience
01/18/22 @ 10:30 – 11:30 a.m. or 5:00 – 6:00 p.m.
01/20/22 @ 5:00 – 6:00 p.m.
Topic: New Year, New You, Physical Health and Nutrition
- **Parent Vitality Cafés** The next meeting is scheduled for 12/7/21 at 4:30 – 5:30. This meeting will wrap up discussion on relationships and personalities and how to communicate with your child. The 2022 schedule is forthcoming.
- [Build Back Better Guide for Policy Makers](#) Has President’s support and needs Senate approval to allocate for \$380 billion dollars over the next six years to fund childcare, preschool, and Head Start expansion. Once approved, policies will be rolled out over the course of time, with priority given to children who are homeless, have a disability, or are in foster care.
- **Head Start** mask and vaccine mandates are being implemented for all Head Start facilities for *anyone* who enters a Head Start building—including partners—with no test-out option. The mask mandate took effect last week; while the vaccine mandate takes effect 1/31/22 for anyone who does not have a medical/religious exemption.

- **WKAR March is Reading Month Literacy Kits** – WKAR will email partner organizations to request kits soon. Over 600 kits were provided to families through local community organizations participating as sponsors in 2021. The goal this year is 2500 kits. More info to follow.

V. Evaluation Poll re Today's DEI Activity

- I was comfortable with the discussion = 100%
- I learned something new = 93%
- I plan on sharing with co-workers/others I know = 67%
- I'm ready to learn more/engage in future conversations = 87%

VI. Adjournment & Next Meeting Date: Wednesday, January 12, 2022 @ 12:30 – 2:30pm.

View Agendas, Minutes, Meeting Calendars at www.InghamGreatStart.org
Check out our Facebook page at www.facebook.com/InghamGreatStart