

**I. CALL TO ORDER**

A regular meeting of the Troy Daze Advisory Committee was held **Tuesday, September 6, 2005** at Troy City Hall – Conference Room C. Meeting was called to order at 7:04 p.m.

**II. MEMBERS PRESENT**

Present:

Padma Kuppa

Oniell Shah

Anju Brodbine

Tom Kaszubski

Jeff Hyun

Charles Yuan (left early)

Cindy Stewart, EIAB Liaison

Absent:

Hailu Robele

Flora Tan

Guests:

Lulu Guo, sophomore @ Troy High, Kelly Gu, senior @ troy High (potential student reps), Tim McAvoy, Troy Schools, Mary Kerwin, Dale Zygnowicz, Debbie Williamson

**III. APPROVAL OF MINUTES**

Moved by Anju Brodbine

Seconded by Charles Yuan

RESOLVED that the minutes from the **August 2, 2005** Ethnic Issues Advisory Board Meeting are approved. Approved unanimously.

**V. NEW BUSINESS**

A. Debbie Williamson, NCCJ Program Director

National Conference for Community and Justice (NCCJ). Since 1927, and locally for approx. 50 years. Began when discrimination in our country based on religious beliefs. NCJJ promotes understanding of differences.

- Mission: fight all forms of bias, bigotry, and racism.
- Vision: empower leaders, leadership teams.
- Interfaith Component-Fighting and advocating for justice. Workplace diversity (governmental, non-profits, businesses, community groups).
- Leadership in the new century (LINC), schools component.
- Teacher Training: just completed this, 45 teachers from 12 districts. How schools can connect with the community through service.
- Youth Leadership Program:  
Identify a leadership team and work on programs within the school population. Started with high school – recently moving to Middle School. Developmental in nature - Introductory opportunities to talk about differences (religion, race, ethnics, gender, socio-economic, class, physical challenges, etc.).

- Adolescents are learning who they are, where their own value systems are, family beliefs/values. We are not born bigoted – we learn this. This program gives young people the chance to learn about differences. The program looks for young people to be catalysts for change.
- Piloted a Museum Middle School project this summer (Charles Wright African American Museum, Henry Ford Museum, Arab American Museum). Program begins in June.
- Detroit Metro area “Any Town”, one-week retreat - individual training. 40-60 high school students live and work together for one week, get past ones comfort zone.
- Fall Cross Town Retreat, 2 days –Leadership Team, team of 8-12 students with advisor and 8-12 teams brought together –look at their individual biases and how it effects interaction with others.
- Diversity produces dynamics that pose challenges in how we get along.
- Predominant problems/tension come out due to religion, race, sexual orientation, students with disabilities, gender. Program helps them develop action plans.
- Programs throughout the Year - info sent to all high schools.
- Diversity Summit (1 day, on a Saturday) 20 workshops related to action plans ex. Skill building & content from Cross Town Summit discussions.
- Spring Conference-Diversity Connections: 400-500 students share dialogue on issues facing their schools and celebrate accomplishments.
- Commitment to Change Program: approximately 25 school administrations support this activity along with adult workshops.
- Orientation and Dialogue: October 1, 2005, new this year.
- Other workshops throughout the year include cultural arts challenge, facilitation training.
- The LINC program helps students to facilitate change in their communities and better understand diversity.

Deb Williamson asked about the EIAB's mission/goals. Although we are a very diverse community, it's very segregated. At our Sights and Sounds programs, each individual ethnic population draws from their own at the event.

- NCCJ/LINC, receives funding from grants, foundations, major corporations, annual fundraising dinner, walkathon, golf outing.
- Tim McAvoy, Troy Schools has used their services with some tough issues. They are very well respected in the educational realm.
- This is an ongoing process. We're very good at learning about different cultures-food, music, dance, language. But it needs to go deeper, open dialogue re: stereotypes.
- NCCJ Different People-Common Ground Program, 10-15 people/session (9 hrs) community groups, corporations who need to work with differences look at our own attitudes and how they affect our behavior.

EIAB might be able to fund a program for the Troy High Schools through LINC. Debbie suggests maybe putting together workshops of adults and student representatives from Boards and TYC. Suggestion to look at Peer

Mediators who are at Middle Schools and High Schools. Schools would probably have a problem with students missing school time.

NCCJ would facilitate with EIAB, TYC, and other student representatives identifying issues and how to develop action plan. Tim McAvoy would like to involve Troy and Athens principals.

Debbie: Idea for retreat dealing with Troy's diversity "Any Town" for a large group of Troy high school students (60-80 students) (ex. Peer Mediators as a diverse group), or diverse mix from all "groups" at high schools.

Time is of the essence related to funding. Tentative plan for EIAB:

1. School District - get tentative approval
2. NCCJ develop a plan involving high school youth in Troy on Diversity (1-2 page proposal)
3. Write a proposal/plan with cost.
4. Facilitate process choosing students
5. Implement the plan

Tim McAvoy will go back to School Administration. NCCJ has already made preliminary proposals to Troy schools.

B. EIAB Goals – postpone to November meeting.

## VI. OLD BUSINESS

- A. Brochures – after Troy Daze
- B. EthniCity – Booth at Troy Daze Schedule  
Saturday, 2-3 pm, Oneill 3-4 pm Amin /Jeff  
Sunday: Anju 2-3 pm Padma 3-4 pm
- C. Law Brochure – after Troy Daze
- D. Sights and Sounds World Bazar: get applicants – we still do not have enough applicants to hold this event.

## VII. MOTION TO ADJOURN

Moved by Padma Kuppa  
Seconded by Anju Brodbine

RESOLVED that the Ethnic Issues Advisory Board Meeting be adjourned at 9:11 pm.  
Approved unanimously.

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Tom Kaszubski, EIA Chair

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Cindy Stewart, EIA Recording Secretary