



Diversity, Equity, Inclusion and Belonging

Tuesday, September 9, 2025

5:30 p.m. -7:00 p.m.

Location: Maple Room at City Hall

Meeting Minutes

Present: Gary Kinzer, Mary Hilker-Loch, Rick Brooks, Julie Grech Kramer, Jan Alleman, Krista Sherman, Adam Brandt, Michele Sanders, Ethan McCallum, Amy Lark, Larue, Emma Howland, Courtney Miller and Angie Moore

Welcome

The committee was welcomed to the meeting.

Bond Information

Dr. Kinzer presented on the upcoming bond offering. He provided the committee with an informational brochure and an explanation of each part of the brochure. He discussed the work that would be done with the bond dollars and the reason it is needed.

Data Speaks

InsightEx Survey Data

Dr. Kinzer shared the InsightEx Growth Mindset and DEI Survey results. The data shows significant growth, with all areas of DEI either staying steady or showing growth compared to last year. He reminded the group that the work they do is important and impactful.

MI Student Voice Survey Data

Julie Grech Kramer provided information about the student voice survey taken by students in grades 5-12. The questions fit into three categories: social/emotional, student engagement and belonging. There was great participation with 71% of students taking the survey.

Two Questions/areas to work on are:

1. Do our teachers talk about how your actions affect others?
2. Do our teachers talk about ways to resolve disagreements?

A highlight of the survey is a score of 87.7% for the question: Do teachers at your school treat people from all cultures, backgrounds, races/ethnicities, religions, abilities, etc. fairly?

Policy Meeting Update

Dr. Kinzer provided an update from the Policy and Community Committee regarding the work of the DEIB Committee. The Policy and Community Committee discussed the DEIB work and whether or not there is concern about losing government funding due to the work. The work that the DEIB Committee does is on inclusion. After discussion, the Policy and Community Committee decided there is no reason for concern.

Increase Student Involvement in DEIB Committee

There was discussion on ways to increase student involvement in the DEIB Committee. Some ideas mentioned are:

Leadership Class at MHS – It could possibly be added to the options given to the leadership class, as an assignment.

Advertise After Inclusion Week – After Inclusion week, ask students if they have interest in joining the DEIB Committee.

Committee Work Time

The group broke into subcommittees and worked on Inclusion Week and Inclusion Everyday.

Inclusion Week is October 20-24, 2025. This year's themes are:

- **Monday:** Inclusion
- **Tuesday:** Self-Acceptance
- **Wednesday:** Empathy
- **Thursday:** Respect
- **Friday:** CommUNITY

2025-2026 Inclusion Everyday Themes are:

September: CommUnity

- **October:** Collaboration
- **November:** Gratitude

- **December:** Diversity & Inclusion
- **January:** Purpose
- **February:** Self-Acceptance
- **March:** Empathy
- **April:** Accountability
- **May & June:** Growth and Reflection

Adjournment

The meeting adjourned at 7:00pm. The next meeting is Tuesday, October 7, 2025 at 5:30pm.