



Diversity, Equity, Inclusion and Belonging

Wednesday, November 5, 2025

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

Location: Maple Room at City Hall

Meeting Minutes

Present: Gary Kinzer, Julie Grech Kramer, Krista Sherman, Michele Sanders, Shana Barnum, Rachel Foster, Cortney Ford, Ethan McCallum, Angie Moore, Liv, and Courtney Miller

Welcome

Gary welcomed everyone to the meeting. The committee is going to use this meeting to discuss feedback from this year's Inclusion Week and begin planning for next year.

He announced that the school bond was passed and talked a little about the process moving forward.

Inclusion Week Debrief & Conceptual Convo for Next Year

Is October or February a more ideal month for Inclusion Week?

Responses included:

- It makes sense to do near the beginning of the year, so we can build off it throughout the year.
- People will be more conscious of including others throughout the year if we do this in the fall.
- It is early, so the work is frontloaded in the schoolyear. Some may have felt rushed.
- It was helpful to have during the count window, it was helpful in getting kids to attend.

Elementary Feedback:

Responses included:

- The rocks and puzzle pieces were a hit!
- The conversations throughout the week were very good.
- The kids picked up on empathy.
- The kick-off was a great way to start the week.

- It seemed helpful to give reminders weeks in advance that Inclusion Week is coming up and to please keep this in mind as you are lesson planning.
- Really great activities.
- Specials teachers participated, as well.
- Elementary students loved having the older kids in their buildings.
- It was suggested to have a culminating event at the end of the week, possibly a presenter/assembly that fits the theme.
- Is there a way to involve high school kids in more elementary events or PBIS lessons?

Secondary Feedback

Responses included:

- TIES teachers did most of the lessons. A few made their own lessons that fit the theme.
- The kick off was a hit. The Unified team played staff and students in a soccer game. They talked about Unified games and how to get involved.
- The majority liked the district-made videos.
- It is hard to get the conversations going with high schoolers.
- TIES teachers don't have a lot of opportunity to get to know their students. This affects the ability to have those tough or real conversations. Is there a way to fit in more TIES sessions?
- Timing was a little off at the high school. They thought TIES would have a 40 min session, but it was only 20 minutes Monday, Tuesday, Thursday, Friday. We will need to plan accordingly next year.
- It was suggested to have more activities that involve moving around, focus would be better.
- There was discussion on a need for students to make a relationship with a teacher. Have a safe space and a person that cares. This is what TIES used to offer, but there are not a lot of TIES sessions anymore.
- There is a little reluctance of when will I fit it into the day?
- More students would like to be involved in planning it.
- A great example of inclusion was editing videos to include Turkish subtitles for a student that only speaks Turkish. Are there other needs like this that we can accommodate so everyone feels included?

Opinions on Themes

Responses included:

- There is no need to make any changes.
- High school teachers/students will want new themes.
- We could rotate themes.
- We could do new themes, but can repurpose some activities by adjusting them to fit the new theme.

Committee Work Time

Inclusion Everyday

The Inclusion Everyday subcommittee continued to work on Inclusion Everyday plans for the school year.

Inclusion Week

The Inclusion Week Subcommittee dug deeper into the whole group conversation and started planning for Inclusion Week 2026.

Themes from Inclusion Week 2025:

- **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, December 2, 2025 at 5:30pm.