



Diversity Committee

December 5, 2023

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

Virtual Meeting

Present: Dr. Gary Kinzer, Ted Berryhill, Craig Kueffner, Krista Sherman, Amy Lark, Julie Grech-Kramer, Emma Doty, Ethan Felsing, Rachel Foster, Erinna Toodzio, Holly Dornbush, Summer Issawi, Ethan McCallum, Shana Barnum, Mary Hilker

Also Present: Kelsey Mikiciuk, guest speaker from Northville High School.

Not Available: Rick Brooks, Lance Delbridge, Jan Alleman, Kim Clark, Courtney Miller, Randy Barton

Minutes

Welcome

Craig Kueffner welcomed everyone to the meeting, gave a brief explanation of the evening's agenda and turned it over to Ted Berryhill. Ted introduced Kelsey Mikiciuk from Northville Public Schools.

Inclusion Week Presentation

Kelsey Mikiciuk presented on Northville Public School's Inclusion Week. She discussed the themes, activities, how it was implemented, and who was tasked with responsibilities. Inclusion Week not only includes those with disabilities, but also those of different races, cultures, identities, etc. Inclusion week will look different in each building based on the population that attends that specific building. Kelsey noted that this project would not have been successful without support from the top down and the community.

The beginning steps recommended by Kelsey are:

- Form committees. Try to get individuals from each level or building.
- Set the date(s).
 - Once set, ask clubs to help with certain days.
- Decide on themes.
 - What are the hot topics in your district?
- Make a flyer.
- Overly Communicate and promote.
 - Use PBIS to push it out into the buildings.
 - Utilize social media, the district communications team, share with news and media to spread the word and awareness.
 - Groups such as student government and NHS can help.

They use a Google folder for each year's event.

Kelsey stated the importance of making the week a “we thing”. Have student leaders/groups/clubs do the work and implementation. High school students can plan and perform activities at the elementary level. Include the community.

Last year, Northville Public Schools utilized a grant to fund staff/student inclusion week shirts. These shirts could also be purchased. This year, they did a t-shirt design contest with student entries and a student vote. Proceeds are donated to a charity.

DEI Committee Questions and Comments

Dr. Kinzer noted that our district has student, staff, and community support. He stated that this a great opportunity.

It was mentioned that we would like to do something in March and there is not a lot of time between now and March, but we can start small and grow from there. Kelsey suggested we start with a theme dress up day, video/short activity, lunchtime games/or events and something at the end of the week.

She was asked what the superintendent and central office staff did to support the week’s events. They were present. They showed up to some activities, came to lunches and assemblies, bought the t-shirts and promoted the events on social media.

Craig Kueffner and Ted Berryhill thanked Kelsey for her presentation, and Craig thanked the group for their attendance.

Adjournment – 6:15 p.m.

Next meeting: December 9, 2024
Details: 5:30pm, Maple Room (Mason City Hall)
Subcommittees meet at 5:30pm, General Meeting begins at 6:15pm