



Diversity Committee
Tuesday, February 11, 2025
5:30 p.m. -7:00 p.m.
Location: Maple Room at City Hall

Minutes

Present: Courtney Miller, Dr. Gary Kinzer, Randy Barton, Mary Hilker-Loch, Krista Sherman, Ethan McCallum, Dr. Jan Alleman, Angie Moore, Emma Howland, Summer Issawi, Dr. Julie Grech-Kramer, Dr. Amy Lark, Cortney Ford, Rachel Foster, Erinn Toodzio-Hook, Ethan Felsing, Rick Brooks, Shana Barnum, Myriah Lillie, LaRue and Riley

Not Available: Kim Clark, Michele Sanders, Melissa Netzel

WELCOME

Dr. Kinzer welcomed the committee members to the meeting.

COMMUNICATIONS:

The next meeting will be held in the Alaieton Elementary School Media Center.

INCLUSION WEEK REFLECTIONS

The committee reflected on Inclusion Week 2025 and discussed suggestions for next year's event, including:

- MHS students prefer activities to lessons and books. More hands-on activities were suggested. They liked the games. Games were mostly on Friday.
- The MHS volunteers like that they had an opportunity to work with students that they didn't know before. They would like to be more hands on in leading the activities.
- MHS students visiting the elementaries was a great experience for high schoolers and elementary students.
- Staff was recognized for filling holes and helping out where needed.
- Inclusion week filtered to the soccer field, started and led by one of the captains.
- The Unified Game was a great and heartwarming experience.
- It was pointed out that we need a better system of knowing what is happening in the buildings across the district in order to be thoughtful of other things that are going on during or near inclusion week and plan accordingly.

Teacher Survey Results (Feedback Form)

Julie explained that the anonymous results are in the DEIB Google Drive. Feedback included:

- Make sure teachers have lessons in advance so they can learn the content and make it their own.
- Need more student engagement.
- More hands-on activities and games.
- They like MHS students reading to elementary students.
- Illness was an unfortunate barrier.
- Activities were preferred over lessons and books.
- Worksheets are not loved.
- One teacher said they would be willing to help, next year. Several said maybe.

Committee Suggestions for Next Year:

- Getting more teacher input during the planning process.
- Getting more input from students during the planning process.
- Letting students take more of the leading role when visiting the elementary schools.
- Having secondary students help with planning activities (maybe even upper elementary students).
- The committee should decide the dates and themes for Inclusion Week 2026 so they can get started on the work.
- It was suggested to bring in more people to do the lessons and activities, rather than just teachers and students. Consider highly visible people that they know and see around town.

Timing of Inclusion Week 2026 – Committee Suggestions:

- Doing Inclusion Week in the fall will allow the committee to build on it as the year goes on.
- If it is in the fall, wait until the end of October or beginning of November.
- Consider the timing of the end of the trimester.
- The week of October 20th was suggested.
- If it is moved to the beginning of the year, Community week or Unity week might be an appropriate name for it, as well.

CURRENT POLITICAL CLIMATE AS IT RELATES TO DEIB EFFORTS

Regarding recent government orders, there is no reason to change the work that the committee does or change the name of anything they are doing. The committee will continue to move forward with their work and continue to comply with district policy and state and federal law.

COMMITTEE WORK (IF TIME ALLOWS)

The committee used the remaining time to work in their sub-committee groups.

NEXT MEETING:

The next meeting is Tuesday March 11th 5:30-7:00pm @ Alaiedon Elementary Media Center.