

Diversity Committee

October 25, 2022

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

Virtual - Zoom

Minutes

Present:

Karlin Tichenor, Gary Kinzer, Craig Kueffner, Matt Stuard, Rick Brooks, Mary Hilker, Ted Berryhill, Amy Lark, Jan Alleman, Liz Evans, Melissa Netzel, Kimberly Clark, Lynn Goedert, Krista Sherman, Holly Dornbush, Ethan Felsing, Erinna Toodzio, Jennifer Schlosser, Noel Dolan, Rachel Foster, Summer Issawi

Not Available: Lance Delbridge, AmySue Hopkins, Katherine Hyne, Kelly Martin, Ethan McCallum, Riley Ngubeni

Welcome - Committee Chair

Mary wished the group a happy Diwali and welcomed the members to the meeting. She provided a brief review of Diversity Committee [Norms](#). The purpose of norms is to move work in the right direction. The committee members will receive a google form for editing current norms and suggestions for additions.

Reports/Discussion

Diversity Subcommittees

Community Edu. Resources and Communications (CERC)

Jen Schlosser shared the book [list](#) for DEI Book Club. November 3 is the next scheduled book club meeting, and the group is reading Blair Imani's *Read This to Get Smarter: About Race, Class, Gender, Disability & More*.

The subcommittee is seeking approval of the first title for January: *The Warmth of Other Suns: The Epic Story of America's Great Migration* by I. Wilkerson. No objections.

- Save the Date for Mason Moves Forward – Saturday, March 18, 2023. Location: MHS gyms and cafeteria. PK-12 stations are planned.

Instructional Practices and Educator Resources (IPER)

Krista Sherman thanked her subcommittee members. They are looking at specific heritage months for district focus. Determining the Mason community's groups is a one important step. Vetting material criteria/process is another important step. The next meeting is scheduled for November.

District Policies, Guidelines, and Practices (DPGP)

Ted Berryhill shared the subcommittee will meet twice in November. They have established a list of frequently used terms to provide definitions.

Student Experience

Ethan Felsing shared the subcommittee met yesterday. The focus is developing standards by grade level and creating a framework. They will meet again in November.

Membership

Rick Brooks shared that the subcommittee did not meet in October after a busy beginning of the year building the whole committee to capacity.

Superintendent

Gary Kinzer shared that Matt Stuard presented a MTSS report with the Policy and Curriculum Committee. The MTSS report, DEI, and equity work will be presented to the full Board in November. This will drive Strategic Planning scheduled to take place after the first of the year.

Director of Student Supports

Craig Kueffner shared that reporting out of Diversity Committee work, at building staff meetings, went well. The September summary of the role of the Diversity Committee is that it serves as a driver, advisory group, and, at times, for accountability. This group's serves as a recommending body. Craig shared the [flow chart](#) for recommendations and approvals.

Gary shared this committee serves many purposes. It helps him to make recommendations for action by the Board of Education. The committee discussed forming partnerships with the City of Mason and Mason's Service Clubs. The Equity Task Force was also discussed. The Promise Scholarship Board is another body to consider for a partnership.

Subcommittee name suggestions were shared:

- Instructional Practices and Resources (IPER)
- Student Experience – *no change*
- District Procedures (DPGP)
- Community Involvement (CERC)
- Membership – *no change*

Craig shared a student perception survey update building on the work done by the Student Experience subcommittee last year. Work at the district level is underway with a focus to provide usable, secure data to all stakeholders.

Consultant

Dr. Tichenor began an exercise on the Seven Norms of Collaborative Work.

1. Pausing
2. Paraphrasing
3. Posing Questions
4. Providing Data
5. Placing ideas on the table
6. Paying attention to self and others
7. Presuming positive intentions

The committee broke into small groups to discuss 5 personal values. A second small group session was held to discuss 5 values they believe are associated with the committee and if these values are the same or different than the personal values.

New Business

Community subcommittee items

Jen shared planning for the MMF event. Breaking up age groups for stations – 15-20 minutes. Younger students would have crafts and stories. The purpose of the event is to gain exposure. Having Dr. Tichenor working with an adult group leading a discussion on implicit bias, relationships, etc. Groups would rotate through. They would like teacher support at each station.

<https://www.diwalifestival.org/>

Ethan Felsing shared that Global Festival at MSU will take place in November:

<https://www.wilx.com/2022/10/24/global-festival-returns-msu-union-after-2-years/>

<https://fb.me/e/1Zw8nPff4>

Ted Berryhill recommended having teachers attend LATTICE at MSU. Krista Sherman shared her interest and invites others to join.

Consensus on MMF draft – no opposition

Consensus on January Book Club – no opposition

New Diversity Subcommittee Names – consensus to changes

Next Steps

Mary challenged the committee to practice those values and look for and complete the google form on Diversity Committee Norms.

Adjournment

The meeting adjourned at 7:02 p.m. The next meeting is scheduled for Tuesday, November 29, 2022, at 5:30p.m., in person at Mason City Hall. Members of the public are welcome to attend and observe.