



### **Diversity Committee**

May 9, 2023

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

Mason City Hall - Maple Room

**Present:** Karlin Tichenor – via Teams, Craig Kueffner, Rick Brooks, Mary Hilker, Melissa Netzel, Ted Berryhill, Amy Lark, Jan Alleman, Ethan Felsing, Erinna Toodzio, Kimberly Clark, Krista Sherman, Ethan McCallum, Summer Issawi, Rachel Foster

**Not Available:** Gary Kinzer, Lance Delbridge, Liz Evans, Holly Dornbush, Katherine Hyne, Lynn Goedert, , Jacqueline Gilmore, Jennifer Schlosser, Noel Dolan, Riley Ngubeni

### **Minutes**

#### **Welcome - Committee Chair**

Mary Hilker welcomed the group to the meeting.

#### **Reports/Discussion**

##### Director of Student Supports

Craig Kueffner updated the group on the continued work on the Strategic Plan process. The DEI focus is the bedrock of the plan. Four groups are working on the goals and action steps. These are due May 31.

The Student Perception Survey captured input from 71% of our students in the 5<sup>th</sup> through 12<sup>th</sup> grades. This is an outstanding result. The preliminary results were reviewed by the executive team. The final report will be shared out when available. The committee discussed strategies for using the data and transparency.

Craig reported on sharing Heritage Months' information with staff. Feedback included thankfulness and sometimes included recommendations for other areas to acknowledge and develop.

Brainstorming for 2023-24 Activity – Craig led the committee in a quick exercise to guide work for the start of the year. He shared the committee's ideas.

### Consultant - virtual attendance

Karlin presented an exercise on Mental Health Awareness Month as it relates to DEI. The group defined mental health. Mental health is on a continuum. The committee shared what they believe is mental illness. Karlin shared key ideas for addressing mental illness when a person loses the ability to function daily. It is essential to normalize mental health. Karlin shared the four tiers of Social Emotional Learning – the first three are school-based. The committee viewed the chart on Culturally Responsive Positive Behavior Intervention Supports. Important concepts were reviewed. The group discussed the three main issues for students: anxiety, depression, and exposure to trauma. Protocols for students and adults are necessary.

### Diversity Subcommittees

#### *Community Involvement*

Amy Lark shared the group will meet, soon.

#### *Instructional Practices and Resources*

Krista Sherman reported the committee is continuing work on resource documents. They propose utilizing release time for teachers to complete this work. Other ideas include reaching out to our non-English speaking families via google translate in district communication using QR codes. Craig reminded the group to use the proposal form for submissions available on the shared drive.

#### *District Procedures*

Ted reported the group is looking for the next challenge. They may plan to meet in the summer. He suggested subcommittee work during the scheduled full committee meetings. Perhaps a rotating schedule. Discussion followed.

#### *Student Experience*

Craig reported that the committee is awaiting the perception data.

#### *Membership*

No report is available.

### **New Business**

None

### **Next Steps**

Discussed within subcommittee reports.

### **Adjournment - 7:00 p.m.**

Mary thanked the group for their time and engagement.

Next meeting: Tuesday, June 6, 2023, at 5:30pm

Maple Room, Mason City Hall