



### **Diversity Committee**

June 6, 2023

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

Mason City Hall - Maple Room

**Present:** Karlin Tichenor, Gary Kinzer, Craig Kueffner, Rick Brooks, Mary Hilker, Amy Lark, Jan Alleman, Erinna Toodzio, Kimberly Clark, Krista Sherman, Holly Dornbush, Ethan McCallum, Summer Issawi, Rachel Foster, Jennifer Schlosser

**Not Available** Liz Evans, Melissa Netzel, Ted Berryhill, Lance Delbridge, Ethan Felsing, Katherine Hyne, Lynn Goedert, Jacqueline Gilmore, Noel Dolan, Riley Ngubeni

### **Minutes**

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

Mary Hilker welcomed the group to the meeting.

#### **Reports/Discussion**

Dr. Kinzer reported on the completion of the four small committee's work determining the goals for the Strategic Plan. The draft plan is in process and will be presented to the Advisory Team on June 12. The plan will be presented to the Board of Education on June 22. We will hold a reception to welcome Randy Barton at 5:45 that same evening. The Board will approve the finalized Strategic Plan at July's meeting. The district will unpack the new Strategic Plan in August for the start of the 2023-24 year.

#### Director of Student Supports

Craig Kueffner provided a peek at the student perception survey data from the belonging domain. The first was on cultural awareness. The next few focused on questions related to an inclusive environment. Finally, data from the policies and procedures category. Discussion followed.

Equity projects update - Drs. Tichenor and Madrazo tasked the Leadership Team with a project to report on utilizing data, and developing a plan to initiate, with a DEI focus. The team has begun sharing and members have been engaged with the ideas and enlightened on the work of their colleagues.

2023-24 Meetings discussion – Craig presented a proposal for meeting structure. Tuesday evenings were suggested for meeting nights, with Monday as an alternative. A combined meeting where the large group meets for 30-45 minutes and subcommittees break out for the remaining time 45 to 60 minutes was discussed.

#### Consultant

Karlin commented on the Leading with Equity series. A summary will be provided to the district.

#### *Adverse Childhood Experiences (ACES)*

Karlin led the committee through the survey and discussion.

#### Diversity Subcommittees

##### *Community Involvement*

Jen Schlosser shared the subcommittee's discussion to modify MMF by reducing the scope of the event and take it to the buildings by hosting an assembly or as part of an event. Would like to engage a quarterly speaker.

##### *Instructional Practices and Resources*

Krista Sherman reported the group will meet after this evening's meeting. They are reviewing the developed website for ADA compliance in preparation for fall. The Google website was presented to the committee. The intention is the development of a one-stop for teachers.

##### *District Procedures*

Ted was not available. No report.

##### *Student Experience*

Craig shared the subcommittee did not meet.

##### *Membership*

Rick reported that a survey of existing members will be sent out. It includes questions regarding subcommittee work.

#### **New Business**

##### *Instructional Practices Proposals*

The committee discussed the proposal to create school-wide days that align with various heritage months and bring Mason Moves Forward into the schools. The goal is to build empathy and move school culture, ideally once each month.

*The members approved moving forward.*

The second proposal focuses on funding cultural field trips to increase students' experiences and exposure to diverse cultures to build understanding. The next step is

moving forward to building administrators for consideration. Discussion followed regarding potential funding, timelines, and details on trip planning.

*The members approved moving forward.*

The third proposal focuses on the use of Google Translate for communication from MPS to provide information in first languages. Discussion related to systems and accuracy. The next step will be a proposal to the Leadership Team members.

*The members approved moving forward.*

### **Next Steps**

The proposal for future meeting structure was approved by the meeting members.

Mary thanked the members for their hard work. and she looks forward to gathering in the fall.

**Adjournment - 7:05 p.m.**

Next meeting: September 2023  
Details: TBD