



Diversity Committee
August 18, 2022
5:30 p.m. - 7:00 p.m.
Organizational Meeting - Virtual

Minutes

Present: Gary Kinzer, Craig Kueffner, Matt Stuard, Rick Brooks, Mary Hilker, Lance Delbridge, Amy Lark, Jan Alleman, Erinna Toodzio, AmySue Hopkins, Melissa Netzel, Kimberly Clark, Lynn Goedert, Katherine Hyne, Krista Sherman, Jennifer Schlosser, Noel Dolan, Rachel Foster, Ethan McCallum, Riley Ngubeni

Not available: Karlin Tichenor, Liz Evans, Ted Berryhill, Summer Issawi

Welcome

Craig welcomed the committee to the initial organizational meeting. The members introduced themselves.

Old Business

Craig reported on the recommendation for [Equity Decision-Making Tool](#) from DPGP. It passed via the committee survey. The tool was presented at the Leadership Team Retreat. Further implementation will follow.

Reports/Discussion

Superintendent

Gary introduced himself, shared his work history, and family. He has been in Mason five weeks. Equity work is one of his core values. He shared his appreciation of the members of the committee for their commitment. Karlin has developed a *Leading for Equity* series for district leadership. Gary provided a quick review of August 12th Equity Institute. The engagement of the administrators was impactful. Every other meeting will focus on this equity work. Administrators will follow-up with their building staff.

Director of Student Supports

Craig shared that Mary Hilker will serve as the Diversity Committee Chairperson. The schedule for 2022-23 meetings were reviewed and discussed. The committee will move to a hybrid model – alternating between virtual and in-person meetings. (4 in-person dates are in consideration – September 13, November 29, February 21, and April 13) Last year, each meeting included a share-out with very minimal engagement. We are suggesting that the in-person meeting would be open to the public for viewing. Virtual meetings would no longer include the report. Minutes are posted on the website and this practice will continue.

Craig provided a preview of August PD for all instructional staff which includes social emotional learning, PBIS, MTSS, and how equity impacts each. The second day includes PLC engagement and the equity lens.

Karlin and the committee have been working on the Equity Plan. That will continue and be integrated into the district strategic plan.

Consultant (*Dr. Tichenor absent this month*)

Diversity Subcommittees

Community Edu. Resources and Communications (CERC)

Jen reported on the 9 participants in the book club. Blind Spot was the first book. Parent survey development to complement the student survey. Development of a Speakers Series. The Mason Moves Forward – March 11 or 18 are suggested dates. Working to incorporate and engage all grade levels. Earlier distribution of contest criteria, better advertising, and more informative post-event reporting were recommended.

Educator Development and Resources (EDR)

Kim shared the subcommittee did not meet over summer. The Padlet was distributed at the end of the year. Looking to track user engagement and providing directions for users. Mary reported on MMS use of the Padlet. Kevin Jones will work to provide access to all staff.

District Policies, Guidelines, and Practices (DPGP)

The committee did not meet over the summer.

Student Experience

AmySue reported on the student survey, paused at the end of the year. They are going to review student data once the group meets with Karlin. AmySue confirmed that she is leading a DEI Student Group at MHS.

Instructional Practices and Curriculum Design (IPCD)

Mary shared the committee paused for the summer. They will meet with Karlin for direction. Mary shared the importance of imbedding DEI in PLC work. Universal Design for Learning gives different ways to present information to students. Gary shared the importance of integrating diversity throughout the curriculum over the entire school year.

Membership

Rick shared that Craig worked to find new members. He welcomed Kate, Krista, and Erin. The scope and responsibilities of each subcommittee will be defined to place people in the best fit in available spots. We will continue to determine persons for the full committee.

New Business

The committee agreed on the format for 2022-23 meetings.

The committee discussed the recommendation for *Mason Moves Forward* (MMF) save-the-date from CERC subcommittee – March 11 or March 18.

<https://drive.google.com/file/d/1ZvkOPVJqaXSnhRSLx0shFtaVwxsv1N0A/view?usp=sharing>

The committee approved the planning for MMF 2023.

Adjournment – 6:34 p.m.

Next meeting: Tuesday, September 13, 2022, at 5:30 p.m. in the Media Center at Mason Middle School.