



Diversity Committee
September 13, 2022
5:30 p.m. - 7:00 p.m.
Mason City Hall, Maple Room

Minutes

Present: Karlin Tichenor, Gary Kinzer, Craig Kueffner, Matt Stuard, Rick Brooks, Mary Hilker, Lance Delbridge, Ted Berryhill, Amy Lark, Jan Alleman, AmySue Hopkins, Melissa Netzel, Kimberly Clark, Lynn Goedert, Krista Sherman, Holly Dornbush, Ethan Felsing, Kelly Martin, Jennifer Schlosser, Noel Dolan, Rachel Foster, Ethan McCallum, Summer Issawi

Not Available: Liz Evans, Katherine Hyne, Riley Ngubeni

Guest: Michael Kelly

Welcome

Mary Hilker, Chairperson, welcomed the committee to the first in-person meeting since March of 2020. The members provided a brief introduction.

Mary reviewed the history of the committee. It started as a social studies curriculum council. She reviewed the Diversity Committee's goals and accomplishments. A mission statement was developed, DEI professional development was implemented, the Board of Education passed a DEI Resolution, Policy 2240 was reviewed and updated. The district hired a Director of Student Supports, held a Teaching for Equity series and much more. The Leading with Equity series began this year. The Equity Decision Making Tool will be implemented this year.

Reports/Discussion

Superintendent

Gary Kinzer shared his appreciation of the group and the ability to meet in-person. He thanked Mary for serving as the committee chairperson. He reflected on Mason's dedication to diversity work and how it encouraged him to seek the superintendency. He witnessed the impact of DEI focus during building and classroom visits. Mason Public Schools is building capacity as the Leading with Equity work filters down to the classroom impacting students. Gary thanked the group for their commitment.

Director of Student Supports

Craig Kueffner shared that he noticed the expansion of DEI implementation from the start of the committee's work to today. One action to improve is a report out, monthly, to district staff by committee members at the building level. The Old Business agenda item will now be addressed within subcommittee reports.

Consultant

Dr. Karlin Tichenor began table exercise posing questions and sharing out observations.

1. *What was the committee's purpose? What was it designed to do?*
2. *What is the purpose of the Diversity Committee? Advisory, accountability, or driving.*

Diversity Subcommittees

Community Edu. Resources and Communications

Jennifer Schlosser reported that March 18 is the proposed date for MMF. The goal of the event is to engage children in all age groups. *Read This to Become Smarter*, by Blair Imani, is the recommendation for the next book club.

Instructional Practices and Educator Resources

Krista Sherman reported the subcommittee would like a working definition of diversity and equity.

District Policies, Guidelines, and Practices

Ted Berryhill shared his subcommittee will work on those definitions. It dovetails with the decision-making tool. The goal is to have recommendations for review at the October meeting.

Student Experience

No report.

Membership

Craig Kueffner shared Erin Toodzio and Kate Hyne have joined and were unable to attend this evening. He reviewed the numbers of subcommittee members and is working on assigning new members.

Next Steps

- Building level communications
- Subcommittee chairs met with Karlin after adjournment
- October meeting will have definitions for action.

Adjournment - 7:00 p.m.

Next meeting: Tuesday, October 25, 2022, held virtually at 5:30 p.m.