



**Diversity Committee
February 17, 2022
5:30 p.m. - 6:45 p.m.
Virtual Meeting**

Present: Karlin Tichenor, Ron Drzewicki, Rick Brooks, Matt Stuard, Craig Kueffner, Lance Delbridge, Ted Berryhill, Mary Hilker, Jan Alleman, Liz Evans, Amy Lark, Alex Port, Kimberly Clark, Melissa Netzel, Molly Williams, Ethan McCallum, Rachel Foster, Jennifer Schlosser, Summer Issawi, and Noel Dolan

Not available: Mike Prelesnik, Angie Vandecar, Mark Sundermann, AmySue Hopkins, Laura Lange, Lynn Goedert, Michael Loveless, Riley Ngubeni, and Albiona Beka

Minutes

Welcome

Craig welcomed the group to the meeting. Our elementary staff members were not available due to parent-guardian/teacher conferences.

Old Business

None

Reports/Discussion

Co-Chairs / Superintendent (or designee)

Professional Development scheduled on February 25 will focus on equity and access for students. Craig Kueffner reviewed the topics and presenters. The sessions will be presented virtually in the morning. The debrief will take place in person at each building. Craig also reported on the District DEI survey. Craig shared with the group that his role as Director of Student Supports encompasses leading DEI work in the district.

Ron shared that initial feedback from around the community for the Mason Moves Forward event has been positive.

Diversity Subcommittees

Community Edu. Resources and Communications

Jen Schlosser reported on the progress of the Mason Moves Forward event scheduled for March 12 from 11:00 a.m. to 12:30 p.m. in the high school auditorium. Joshua Langford is the scheduled keynote speaker and Dr. Tichenor will also address the audience. Donations of goods have been received. She anticipates a donation to purchase t-shirts for the volunteer staff.

Mark Sundermann, AmySue Hopkins, and Lance Delbridge have met to discuss the beginning of the High School Student Diversity Club.

Educator Development and Resources

Kim Clark reported on the most recent meeting. The subcommittee members are gathering resources. Kim presented the resource page in development. Teachers can add comments to the provided lessons. Suggestions are welcome.

District Policies, Guidelines, and Practices

Ted Berryhill reported on the February 1 meeting. The subcommittee narrowed down the recommendations for DEI decision-making guidelines to two documents. The plan is to narrow down the information and present the first draft to the committee in March.

Mary Hilker led a virtual event with middle school students to provide information on the Mason Moves Forward essay contest.

Student Experience

Craig shared for AmySue, they met last week and discussed the state-wide student perception survey. It not only surveys kids on social-emotional inquiry, but it also asks questions on diversity. Students in grades 5, 7, 9, and 11 will be invited to participate.

Instructional Practices and Curriculum Design

Mary Hilker thanked Jen's group for their efforts. Mary reported on the February 16 meeting. The subcommittee is focusing on when additional DEI learning can be provided to teachers. They are looking at capturing time during PLC meetings for implementation, building relationships, and making DEI conversations richer.

Membership

Molly reported that the team met this week and reviewed attendance at committee meetings. The group reached out to individuals to gauge their continued interest and prioritize their participation at committee meetings.

Consultant

Karlin Tichenor shared a (continually updated) resource with the committee:
https://sites.google.com/view/madrzomason/home_1

Karlin reported on the movement across the country to shut down conversations on race, gender, and sexual orientation via state legislative action. This is a form of censorship. We as parents must recognize that the questions we do ask are as important as the questions we do not ask. Be mindful of how we may censor.

A facilitator guide for the February 25 professional development is in development. The work of the facilitator is more important than the tool. We must understand the need to be authentic. The draft of equity plan is being reviewed

Karlin led the group through an exercise reflecting on and answering the following questions:

What does diversity mean?

What does equity mean?

What does inclusion mean?

What does belonging mean?

What does justice look like for each?

New Business

None

Craig thanked the committee members for their work this evening and started the public report out.

Adjournment - 6:45 p.m.