



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

Present: Karlin Tichenor, Rick Brooks, Craig Kueffner, Mike Prelesnik, Ted Berryhill, Mary Hilker, Amy Lark, Alex Port, Kimberly Clark, Melissa Netzel, Mark Sundermann, AmySue Hopkins, Laura Lange, Lynn Goedert, Rachel Foster, Jennifer Schlosser, Summer Issawi, Noel Dolan, and Riley Ngubeni

Not available: Ron Drzewicki, Matt Stuard, Lance Delbridge, Angie Vandecar, Jan Alleman, Liz Evans, Ethan McCallum, Michael Loveless, and Albiona Beka.

Minutes

Welcome

Craig Kueffner welcomed the group to the meeting.

Old Business

Craig shared the Mason Moves Forward event was well planned and well attended. Joshua Langford and Karlin Tichenor's speeches were well received. The student presentations were the highlight of the event. 42 student submissions, with 22 from Penny Haudek's class, were submitted. He recognized the members of the subcommittee for all their work. The district sent out a press release and email to the staff. Jen Schlosser thanked everyone for attending and working to make the event such a success. She is looking forward to the feedback for future planning.

Reports/Discussion

Co-Chairs / Superintendent (or designee)

Craig reported on the instructional staff professional development on February 25. All district employees were invited to attend. There were four sessions and a large debrief in the afternoon. Dr. Tichenor provided the guidance document for the discussion section. Session topics included gender identity, 504 plans, trauma, and special education services. The sessions were tailored to the secondary and elementary levels.

The DEI teacher/staff survey will close on Friday. The data will be compared to last year's survey results. Results from the staff diversity survey will be shared at the April meeting.

Consultant

Karlin acknowledged the feedback from last weekend's event. It was a great step forward and well attended. He updated the committee on the topic of the restorative practice presented at the most recent Teaching for Equity series.

The committee reflected on intersectionality. Karlin led the committee in an exercise where they reflected on four categories of their identity and determined if they were dominant or subordinate.

Diversity Subcommittees

Community Edu. Resources and Communications

Jen Schlosser reviewed the plan to do a community book club. *Blind Spot* is the recommended title.

Educator Development and Resources

Kimberly shared the new momentum on the student video project.

District Policies, Guidelines, and Practices

Ted reported work on DEI guidance document for leadership. Narrowed down to two documents which are under review to eventually combine them for presentation to the committee in April.

Student Experience

Alex reported on the student climate survey. It will be presented at the April committee meeting. There are 4 different levels crafted for specific age groups. Expect them via email for review prior to April. Resources for teachers are also in development.

Instructional Practices and Curriculum Design

Mary reported on the PLC questions that consider equity in instruction. Brainstorming on next year and reaching teachers with tier one instruction.

Membership

Rick and Lance will work together on the subcommittee through this year. An interest survey of current members will be sent during the month of April. Open spots will be reviewed. The replacement of subcommittee chairs will be discussed at a future meeting to get a general agreement.

New Business

Recommendations from subcommittees

Book Club from CERC Subcommittee – *Blind Spot* – approved by the committee

Adjournment - 6:45 p.m.

Next meeting: Thursday, April 21, 2022