

**Diversity Committee**  
**Wednesday, November 11, 2020**  
**5:30 p.m.**  
**Virtual Meeting Minutes**

Present: Ron Drzewicki, Rick Brooks, Mike Prelesnik, Angie Vandecar, Dr. Karlin Tichenor, Lance Delbridge, Ted Berryhill, Erinna Toodzio, AmySue Hopkins, Mary Hilker, Abby Strachan, Kimberly Clark, Janet Alleman, Rachel Foster, Summer Issawi

Not available: Lynn Goedert, Kim Dickinson, Kathy Hicks, Laura Lange, Mark Sundermann, Liz Evans, Marlon Brown, Christopher Mumby, Albiona Beka, Alexander Charlot, Courtney Vincent, Anne Gill, Desiree Waters, Jennifer Schlosser

**Public Comment**

None

Angie Vandecar welcomed the group and presented the meeting agenda.

**DIG into Diversity Update**

The book study is postponed due to the impact of COVID-19 and the changes of instructional models. It is recommended to move the item for summer implementation. The book study continues to be a high priority item for the committee.

**Administration Diversity Training with Dr. Dominick Quinney**

The Leadership Team participated in a full-day workshop with Dr. Dominick Quinney, Associate Professor, Albion College on October 7, 2020. Ron discussed the powerpoint from Dr. Quinney's presentation. The team participated in an exercise called the Borderlands and also discussed micro-aggressions and Culturally Responsive Teaching.

Jan shared the importance of a self-audit. She shared how her experiences effect everything she sees. It's a first step before extending out to students.

Mary thanked the Leadership Team for investing in this work. AmySue shared it means so much to her, as a person of color brought up in the Mason community that the administration has participated in this training.

Ron welcomed Erinna Toodzio to the group. Erinna is a Social Work intern at North Aurelius. The committee introduced themselves to Erinna.

**Plans for focus groups**

K-12 staff and administrative groups have been invited to participate in small focus groups with Dr. Tichenor. Secondary Teachers and a Central Office/Board group have met. They answered a series of questions and completed a SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis. Small group work will continue and expand to the larger community. Data gathered will be reported out to the committee.

### **Black Male Educator Alliance – Quarterly Event 11/7/2020**

Jan Alleman was able to participate in part of the session and shared her feedback. Beliefs drive action – multiple ways of formative assessments. Many times these would map on beautifully with what is happening in the district.

Rachel Foster also attended the on-line event. The discussion focused on the right to be present for African American students. The right to understand emotions, the right to act – action moves us to action. The right to love. The right to self-reflection. To have different perspectives. Encouraging kids to express themselves and to excel as they are.

Karlin spoke to *Authentic Soul Work*. As teachers we have conformed ourselves to fit in the educator box. We must be better at being our authentic selves. This increases student engagement.

### **Dr. Karlin J. Tichenor - Update**

Dr. Tichenor shared that he recognizes that subcommittee members are overwhelmed by school so he has provided drafts of logic models. The drafts have been placed in shared folders for review and feedback. Karlin invited the members to comment directly on these draft documents.

Dr. Tichenor has also been working on a communication plan addressing the need for student voice. The IISD Communication Team is working with Karlin on internal and external plans. Material from the superintendent's desk will be included for internal communications. The student voice communication piece will be co-written by students and edited by Karlin for distribution to students, teachers, and community. Mark Sundermann and Paul Kato helped to identify students for this work. Kaelyn Craddock and Annabelle Dieter will write DEI reflections and provide personal perspectives.

### **Professional Development Ideas/Plans**

Angie shared her work with Mason City Manager Deb Stuart. The city is engaged in anti-bias training with Mayor Whipple and Mayor Pro-tem Brown. They are doing a concentrated effort with DPW, Police and Fire. A focus is the perception of police in America. The city is open to joining the school district in its diversity, equity and inclusion (DEI) work. The Downtown Development Authority and Mason Area Chamber of Commerce are also on board for broadening into the community effort.

Dr. Tichenor has recognized that quality professional development is hard to come by. He is developing DEI talks – focused topics for teachers and administrators. These would be recorded webinars by speakers selected by Dr. Tichenor.

### **Next Steps**

#### **Future meeting dates**

- Wednesday, December 9 at 5:30 PM
- Wednesday, January 13 at 5:30 PM
- Wednesday, February 10 at 5:30 PM
- Wednesday, March 10 at 5:30 PM

The meeting adjourned at 6:20 p.m.