

**Diversity Committee**  
**Wednesday, February 10, 2021**  
**5:30 p.m.**  
**Virtual Meeting**

**Present:** Rick Brooks, Mike Prelesnik, Angie Vandecar, Dr. Karlin Tichenor, Matt Stuard, Melissa Netzel, Molly Williams, Liz Evans, Janet Alleman, Ted Berryhill, AmySue Hopkins, Mary Hilker, Laura Lange, Rachel Foster, Summer Issawi Courtney Vincent, Erinna Toodzio, Lynn Goedert, Lance Delbridge Kathy Hicks, Jennifer Schlosser

**Not available:** Ron Drzewicki, , Abby Strachan, Marlon Brown, Christopher Mumby, Alexander Charlot, Anne Gill, Desiree Waters, Kimberly Clark

**Guests:** Angie Moore, Kristy Sandel, Nicole Roodvoets

## Minutes

### Public Comment

Kathy Hicks shared her experience with LATTICE. They are looking to team up with other area districts. Working on ideas to assist districts with resources. Kathy used resources while teacher history. Kathy shared she is proud of the district for their work on this important issue.

Her connection at LATTICE is

- Robert Lurie
- [lurie.robert@gmail.com](mailto:lurie.robert@gmail.com)
- 517-410-2297

Angie Moore - NA/HEC librarian represented the media center team. A K12 virtual author visit is scheduled on March 4<sup>th</sup> from 1:15-2:15 p.m. The event is supported by a partnership with CADL and area districts including Mason High School Library, elementary PTOs, and the middle school PAC. Mason is selling t-shirts to benefit district library collections and the team is developing March is Reading Month themes to include DEI titles.

### [Event Flyer](#)

Blurb for social media outlets:

We are thrilled to announce that Mason Public Schools' staff and students will participate in the Capital Region K-12 Virtual Author Assembly, featuring award winning Children's and Young Adult authors, Kwame Alexander & Nikki Grimes on Thursday March 4th! This event is hosted by Holt Public Schools Equity & Access Team (H.E.A.T.) in collaboration with Capital Area District Library, Spark Writers, and Detroit Book City. This event will include Holt, Waverly, East Lansing, Okemos, and Grand Ledge Public Schools. Thank you to our financial sponsors who made Mason's participation possible: Alaiedon PTO, Harvey Education Center PTO, North Aurelius

PTO, Mason Middle School PAC, Mason High School, Steele PTO. For more information about the event please visit. <https://sites.google.com/hpsk12.net/capital-region-k-12-assembly/home?authuser=0>

Official landing page: <https://sites.google.com/hpsk12.net/capital-region-k-12-assembly/home>

Informational

slides: <https://docs.google.com/presentation/d/1UwpKH9Zb0SgEEw0B5qF656fQj8-x4zMDA3MhlsG0XXQ/edit?usp=sharing>

T-shirt order form (also in

slides): <https://docs.google.com/presentation/d/1wKQUEl6EZ60oUHZRAGQKcxAQ7eSXN4JK3iOv1mQUYHA/edit?usp=sharing>

Ted shared MMS will adjust schedule for all classes to participate in the event.

### **Dr. Karlin J Tichenor**

Dr. Tichenor shared that focus groups were held to discuss DEI and included a SWOT analysis. We are planning for community and student participation in focus group work. Teachers shared they are interested in doing the work. The discussions indicated anxiety among teachers for support and resources.

### **Logic Models (draft)**

<https://drive.google.com/drive/u/1/folders/1QBQAQ1ued1HnUP5gzaTn87raV28o7HTy>

### **Strategic Goals (draft)**

[https://docs.google.com/document/d/1AMC022QvVUHUM0qgxL\\_YNqC67AX8JYvG/edit](https://docs.google.com/document/d/1AMC022QvVUHUM0qgxL_YNqC67AX8JYvG/edit)

The book study is planned for March and is open to all staff. The curriculum department will provide copies.

The committee broke into small groups to discuss cultural/ethnic heritage and how does show up in our values. The groups shared discussions and identified a common frustration with the completion of forms in regard to demographics for parent choices of mother/father and limitations of race and ethnicity. Another discussion concerned religion. A person wearing hijab would receive many questions while another wearing a crucifix would not. The conversation is essentially the census. What do we lose or what do we gain? Race is a social construct. Race is one example.

### **Staff survey**

The committee returned to breakout rooms to review and discuss the staff survey. Each group was challenged to identify and speak out on a few slides. The survey went to 200 and 131 responses were received.

Ted shared his group discussed the personal uniqueness and supported by the district. 25-28% felt unsupported or personal uniqueness was supported or valued. Some feel the need to hide their true self. The discussion also included the district message regarding the January 6 insurgence at the Capitol and the quick follow with the survey. Considerations were also the district response for an incident from 2019-20, summer events, and can we ask people to remain neutral? It speaks to why the committee

exists and why it is needed. Others shared it is difficult to take hot topic issues and discuss them with students. There is a right way to address them. Separating personal beliefs is a challenge. Another questioned how do you teach on the day after? In a virtual setting there are considerations of who is looking in or posting the recorded lesson on google drive. In-person instruction allows the teacher to read student's expressions, better conversation, and the ability to oversee small group activities. An individual's interpretation of the survey questions influences their responses. Liz shared that the group embraced that people may not know how to have the conversations – but they want to. It gives a sense of hope.

- Doing right is more important than being "right". *Colin Seale*

Dr. Tichenor recommended using the PowerPoint to review and ask yourself questions. What is the strategy? What do we do with the others?

### **Professional Development - February 26, 2021**

Angie thanked Molly and Melissa for coordinating plans for February 26. Matt shared we will welcome Dr. Carter Lewis (practice) and Dr. Dorinda Carter Andrews (theory). For all staff to change the culture. How we engage and show up in the classroom. Open to all that work with K-12 students.

### **Next Steps**

Comminuting with stakeholders.

HEAT assembly on March 4th

Staff PD – communication with parents.

### **Future meeting dates**

- a. Wednesday, March 10th at 5:30 PM
- b. Wednesday, April 14, 2021 To be confirmed
- c. Wednesday, May 12, 2021 To be confirmed
- d. Wednesday, June 9, 2021 To be confirmed

Angie thanked the library team for the HEAT program.

The meeting adjourned at 7:14 p.m.