



Diversity Committee
Wednesday, August 12, 2020
5:30 p.m.
Virtual Meeting

Present: Mike Prelesnik, Angie Vandecar, Ron Drzewicki, Rick Brooks, Dr. Karlin Tichenor, Ted Berryhill, Kevin Jones, Liz Evans, Janet Alleman, Lynn Goedert, AmySue Hopkins, Jennifer Sauser, Mary Hilker, Courtney Vincent, Abby Strachan, Kathy Hicks, Kimberly Clark, Rachel Foster, Laura Lange, Mark Sundermann, Summer Issawi

Not available: Kristin Rouse, Barb Hagan, Lance Delbridge, Marlon Brown, Kim Dickinson, Jennifer Harrington, Albiona Beka, Alexander Charlot, Desiree Waters, Anne Gill, Jennifer Schlosser,

Angie Vandecar shared the agenda for tonight's meeting. She welcomed Dr. Karlin Tichenor – Committee Consultant. Ron Drzewicki shared the excitement for the start of the school year and the work of this committee for the betterment of the students, staff, and families in our district.

Public Comment

Matt Kuschel, 830 Roosevelt, Mason. Mr. Kuschel inquired about the resources set aside for diversity work during a pandemic when it should be devoted costs associated with the start of school. What services are provided by the consultant? What are the goals of the committee and how does it align with the district goals? How will success be measured?

Subcommittee Reports

Community Toolkit - Chairperson: Ted Berryhill

Ted reported on the meeting with Lynn and Summer. They discussed the updating, developing and designing of the website. Inquired about bi-weekly reminders included in district communications and using the "Moving ahead...Stronger, Smarter, Safer Together" logo.

Resources for Teachers - Chairperson: Jennifer Sauser

- *DIG into Diversity Update - Mary/Kristin/AmySue*

AmySue reported on the focus of the committee. DIG had many participants for the movie 13th with great follow-up comments. The book study meetings are pushed to September and October as the staff are working to begin the remote school year. More to come.

District Procedures - Chairperson: Lynn Goedert

Lynn reported on yesterday's meeting. The team discussed handbooks and the reviewing of documents for marginalized individuals. The subcommittee discussed a review of board policies and guidelines, and the development of a calendar of religious and cultural activities.

Resources for Students - Chairperson: Kristin Rouse

AmySue reported on the *One Book, One School* initiative to start second trimester – *Stamped: The Remix*. A pilot program with a school in Detroit will pair, by grade level, Mason and Detroit student to share thoughts on life in different environments. Addresses social and emotional needs and provides opportunity for enrichment.

Curriculum Awareness/Resources Inventory - Chairperson: AmySue Hopkins

AmySue reported the group is working on resource collection to include as many groups as can be found. The subcommittee will search for bias in materials and inclusion. Reviewing materials to cover by grade level.

Critical Cultural Competency Training for Leadership Team - Dr. Dominick Quinney

The district is working to reschedule this training in two parts. Details to follow.

Angie introduced Dr. Karlin Tichenor.

Dr. Karlin J. Tichenor - Presentation

Dr. Tichenor provided an update on his work. He has met with the diversity subcommittees and found great overlap between the groups. Additional meetings have taken place with Ron and with the committee co-chairs. Karlin looks forward to working and learning together.

Karlin presented the guidance framework for the first year. The direction of the committee is to answer the *Collective Why? For What? and For What Benefits?* We must be clear about the intention by every subcommittee and the committee as a whole. Using a logic model with a goal, objectives, and measurements for short and long term impact was discussed. What is the benefit of diversity? Dr. Tichenor presented a month to month outline. The outline is a living document for the first year's work, beginning today.

The committee shared their enthusiasm for the diversity roadmap. The key for progress is to build a strong foundation. Karlin shared his concern for sensationalism and a loss of momentum if the foundation for the effort is not strong.

The committee discussed the need to include members on the committee that have diverse viewpoints. Laura shared that she works with several parents that had a negative educational experience as a student. They would provide a valuable perspective and help to determine ways for improvement.

Professional Development Ideas/Plans

Dr. Tichenor discussed an interest in "going slow to go fast." Well thought out and intentional PD with administrators is needed so they are prepared to lead building staff. Jen Sauser shared

that the scheduled February PD is not soon enough and recommends adjusting the calendar to provide diversity content sooner in the school year.

Next Steps

Karlin will continue meeting with subcommittees.

Future meeting dates

- Wednesday, September 9th at 5:30 PM

The meeting adjourned at 6:57 p.m.