



MASON PUBLIC SCHOOLS

Diversity Committee
Wednesday, April 14, 2021
5:30 p.m.
Virtual Meeting

Present: Rick Brooks, Mike Prelesnik, Angie Vandecar, Dr. Karlin Tichenor, Matt Stuard, Melissa Netzel, Molly Williams, Janet Alleman, Marlon Brown, Ted Berryhill, Lance Delbridge, AmySue Hopkins, Mary Hilker, Laura Lange, Abby Strachan, Kimberly Clark, Rachel Foster, Summer Issawi, Jennifer Schlosser

Not available: Ron Drzewicki, Liz Evans, Erinna Toodzio, Lynn Goedert, Jen Sauser, Courtney Vincent, Desiree Waters, Anne Gill, Alexander Charlot

Guests: Patrick O'Connor, Katelyn Thomas, Rita Vogel, Alex Port, Michael Kelly, Kevin Dufresne

Angie Vandecar opened the meeting at 5:33 p.m. and welcomed the committee members and members of the public.

Minutes

Public Comment

Katelyne Thomas, 252 Ware Street, Mason addressed the committee. Thanked the committee for meeting virtually. Represents Equity Taskforce. Expressed her confusion between Board and committee meetings and the Diversity Committee. Requesting Scope and sequence document.

Angie Vandecar reviewed the agenda with the committee and visitors.

Communications:

The chairpersons have received emails including interest in new members. Two expressed interested in joining. One parent corresponded regarding the use of racial slurs at the high school. The fourth questioned adopting curriculum with a political view.

Professional Learning:

Matt Stuard reported that future district PD is anticipated.

Angie shared the MDE requested sending 2-4 representatives from each building for SEL PD. Crossover with DEI work is anticipated.

Student Learning:

No updates

Reports/Discussion:

Co-Chairs / Superintendent:

Membership Criteria

Angie provided historical review of the Diversity Committee. The initial group met to discuss social studies curriculum. The group grew with interest from staff and parents. The committee is an ad hoc group to advise the superintendent. Ad hoc committee membership is typically 20-25 persons. The current membership, 30 persons, exceeds this total. Angie reviewed the varied make-up of the District's committee. The committee reviewed a draft application.

May Meeting

May 12, 2021 – conflict with Promise Scholarship – New date: May 5, 2021 – final meeting for 2020-21

Consultant:

Book Study update

Dr. Karlin Tichenor provided an update on two groups that have begun book studies – *Cultural Responsiveness and the Brain*. Promoting independent learners to look at and engage on their own. Focusing on safety. When we add new members to the committee it requires a reset.

Topic for Discussion

Karlin presented on micro-behaviors. Micro-aggressions are directed to marginalized individuals. Persons on color, women, or LGBTQ persons. The following fall under micro-aggressions. Micro-insults characterize by verbal and nonverbal exchanges (often unconscious.) Micro-assaults are conscious, obvious, and intentional (often conscious.) Micro-invalidations exclude, negate, or nullify psychological thoughts or feelings (often unconscious.) The committee participated in an exercise on micro-aggressions.

https://docs.google.com/document/d/1drcw9w2xh_6rKUcJWaOG77QQrbV2L-w/edit?pli=1

Diversity Subcommittees:

Angie recommended using the Logic Model Template to streamline work. Strategic Planning folder on the Shared Drive

Community Tool Kit

Ted Berryhill the last time they met, a plan was created. In nine months that have passed, much has changed and a review and revision is necessary. He addressed a need to look for overlap and create efficiencies which would help develop actionable things for student learning. Avoid duplication of efforts.

Resources for Teachers

No report. Jen Sauser was unable to attend.

District Procedures

Lynn Goedert was unable to attend. Rick Brooks discussed district procedures identified in need of revision should be directed to the subcommittee.

Resources for Students

Mary Hilker inquired as to what the next step will look like? The sub-committee researched multiple resources for students.

Curriculum Awareness - Resources

AmySue Hopkins shared the sub-committee's work paused due to the impact of COVID on instruction.

Community Liaison:

Marlon Brown shared that Deb Stuart, CADL, and Superintendent Drzewicki have been working on developing a community book read. Not a formal program by the city. Friends of the Library and Mason Historical Society, and Mason Chamber of Commerce. Potential community vote on the title selection, facilitated by CADL, is anticipated this summer.

Special Reports:

DEI Talks - Melissa, Molly, Principals

Molly discussed the creation of a PowerPoint which documents the weekly conversations. Three have taken place with about 16 participants. Strong questions have been asked and staff have leaned in. Honest and forthcoming with thoughtful dialog. Principals have facilitated two additional sessions with their staff.

LATTICE - Kathy Hicks <https://www.lattice-world.org>

Mike shared an overview of the work and reach of LATTICE. The district is looking for staff to serve as a representative. LATTICE will be revisited at the May meeting. AmySue shared her experience with LATTICE. Ted spoke to the experiences provided by LATTICE for middle school students.

LATTICE March Newsletter:

https://docs.google.com/document/d/18Vb_CYHDZB_2yh8Z3t_rMx_zL5TX6oYnkSHBxdhdif0/edit

LATTICE Website:

<https://education.msu.edu/international/lattice/>

New Business:

[Membership Criteria](#), [Membership Application\(s\)](#), [Selection Committee](#), and [Roles and Responsibilities of the Committee](#)

Angie reviewed the proposal for developing a membership process.

The committee discussed a process for determining interest in serving on the membership subcommittee. An email with interest form will be sent to the current members of committee

[Black Girlhood Creative Self-Expression Workshop](#)

Dr. Tichenor shared the opportunity for a workshop developed by Dr. Dorinda Carter Andrews. Dr. Carter Andrews was a facilitator at the February DEI professional

development. The committee recommended distributing the flyer to district families.

Introduction of Other Matters by the Committee

No new matters

Adjournment

The meeting adjourned at 7:15 p.m.

Next meeting: Wednesday, May 5, 2021 at 5:30 p.m.