Mason Diversity, Equity, and Inclusion Professional Development
February 25, 2022

On Friday, February 25, Mason Public Schools instructional staff took part in a full day of professional development (PD). The day built on the diversity, equity, and inclusion (DEI) efforts our district has leaned into over the last two years. The learning focused on the theme: Ensuring students have equity in access by affirming and supporting them so they receive equitable benefits from school.

Several presenters with broad knowledge in their subject areas spoke to our educators about equity in relation to their topics:
- Jennifer Bricarell - Ingham ISD, and Dr. Lara Slee - DEI Director, Okemos Public Schools
  - Gender Identity and Sexual Orientation
- Cristina Patzelt - Attorney, Thrun Law Firm
  - Gender Identity and Sexual Orientation - State and Federal Guidance
- Michele Eaddy - Attorney, Thrun Law Firm, and Krista Voss - MPS Special Education Director
  - Section 504 and Individuals with Disabilities Act (IDEA)
- Melea Belton - Mental Health Services Supervisor, Eaton RESA
  - Youth Emotional Trauma

In the morning, all staff attended the live, virtual presentations from their classrooms, offices, or work spaces in their schools. The afternoon debriefing sessions were held in person in the schools. These facilitated discussions by school leaders included a facilitator guide developed by the district DEI consultant, Dr. Karlin Tichenor, and centered on these guiding questions:

1. What are the overall key learnings with implications on our grade level or subject area, division, or role?
2. How might we integrate these ideas into practice?
3. What are our next steps?
4. How will we measure it?
5. How might we hold our team accountable?
6. What might we need more of?
7. What might we need less of?
8. How can we incorporate student voice in this process?
9. What are our barriers?
10. What are our opportunities?
11. What will we do to move through the barriers?
12. How will we know we have moved forward as a school community?