



**DIVERSITY COMMITTEE
SEPTEMBER 3, 2024
5:30pm-7:00pm
Maple Room, Mason City Hall**

Minutes

WELCOME AND LEADERSHIP CHANGE

Dr. Kinzer welcomed everyone to the meeting and explained the leadership change for the committee. Dr. Kinzer is the committee administrator for the 2024-25 school year, while Craig Kueffner focuses on his new role as the Steele Elementary principal. He asked each member to introduce themselves and share the number of years they have been on the committee and the number of years they have been in the district.

EXISTING COMMITTEE STRUCTURE

Dr. Kinzer shared the Diversity Committee structure that was previously used. The committee agreed that the previous structure no longer suits the committee's needs.

PROPOSED COMMITTEE STRUCTURE FOR 2024-25

Dr. Kinzer proposed a new meeting structure for discussion. The committee discussed several ideas and decided on two subcommittee groups.

1. Inclusion Everyday
2. Inclusion Week

INCLUSION COMMITTEE SUMMER WORK

A group of 10-15 Diversity Committee members met at City Hall over the summer to work on Inclusion Everyday lessons and activities for the 2024-25 school year. Krista Sherman gave an overview of the work for secondary buildings. Angie Moore gave an overview of the work for elementary buildings. They decided monthly themes and will provide a menu of lessons and activities for teachers to choose from for each theme. Teachers will not need to do the prep work, as the committee is doing that work. Teachers can choose to do all of the lessons/activities or choose from the options.

INCLUSION EVERYDAY

The Inclusion Everyday Subcommittee can take the work that was started in the summer and continue it for the full school year.

Several Inclusion Everyday ideas were shared and discussed including:

- Students will be more engaged if they do activities versus a lecture style lesson.
- Take into consideration the approach used when rolling it out to teachers.
 - Introduce it as a must do item, not an option.
 - What is the best way to share the material?

An exemplary learning community. Every student. Every day.

- What are the expectations and the timeline for those expectations?
- Explain why we are doing what we are doing, why it is important.
- How do Trails and Wonders tie into this work?
- Address the reality of what our student population is and how to approach the appropriate topics. Align the work with our students' experiences. Have the critical conversations.
- Provide a non-optional DEI training for our staff. Possibly break it up into several smaller PD sessions throughout the year.
- Educate staff and address micro-aggressions. There are a lot of great videos available on this topic.
- What experiences can MPS provide that also align with our curriculum? Look for museums and other places that align with curriculum and DEI initiatives?
- Place importance on measuring effectiveness. Take great notes on what is working and what is not effective.

Launching Inclusion Everyday

Elementary buildings will begin with the theme Respect in September. They will use their PBIS lessons that address the topic.

Secondary buildings can do the September theme if they are prepared to do so, however this is not expected as the group has not had time to adequately prepare materials.

Inclusion Everyday activities/lessons will officially roll out in October, to allow for proper implementation.

The next DEI meeting is October 1, 2024, 5:30pm-7:00pm, in the Maple Room at City Hall.