



# MASON PUBLIC SCHOOLS

DEIB Committee  
Tuesday, December 3, 2024  
5:30 p.m. -7:00 p.m.  
Location: Maple Room at City Hall

## Minutes

**Present:** Courtney Miller, Dr. Gary Kinzer, Kim Clark, Randy Barton, Mary Hilker-Loch, Krista Sherman, Ethan McCallum, Dr. Jan Alleman, Angie Moore, Michele Sanders, Emma Howland, Summer Issawi, Dr. Julie Grech-Kramer, Dr. Amy Lark, Cortney Ford, Rachel Foster, Erinn Toodzio-Hook, Ethan Felsing, and Riley

**Not Available:** Rick Brooks, Melissa Netzel, Shana Barnum and Myriah Lillie

### Welcome

Dr. Kinzer welcomed the members to the meeting.

### Communications:

#### DEIB Name Change is Official

Julie Grech-Kramer and Dr. Kinzer shared that the committee's name has officially been changed to DEIB (Diversity, Equity, Inclusion, and Belonging). The district website and the Shared Google Drive are updated to reflect the new name.

#### Work Hours

If your sub-committee worked hours together in Nov and you didn't submit them to Julie yet, please do so, ASAP.

### Recruitment for more student voice on our committee

There was discussion on ways to get more student voice at the meetings, possible barriers to students joining the committee and the student role on the committee. Some of the ideas include:

- Working with SLIC (Student Leaders Initiating Change) and NHS (National Honor Society) students to get students involved.
- Transportation assistance – car pooling or bussing
- Have a student committee that meets separately, after school. They will be invited to the DEIB Committee but it is often easier to get student involvement when it takes place right after school. Their voice can be brought to the DEIB committee.

- It is suggested that we survey students. The goal is to create a survey that can be given to students in WIN on December 19<sup>th</sup>. Dr. Kinzer and Julie will work on it.

### **Grad student from MSU to help with inclusion efforts?**

Julie Grech-Kramer reached out to MSU grad students and discovered an individual with an elementary focus that is interested in working with our district. She has a conflict during our current meeting times, but she may be able to help on non-meeting times. Keep this in mind now for potential help with projects and in future years, as it is mutually beneficial to the student and the district.

### **Committee Recap**

#### HS Belonging

Cortney Ford presented on an activity that high school students participated in. They were asked to write down one characteristic about themselves that they view as positive and one that they view as negative. The responses were set out and students had an opportunity to read the responses and under the negative traits, write a way that the trait can be perceived as a positive one. They did an activity with notes of affirmation. SLIC surveyed students and gained useful data on how students view their belonging. Students were presented with the 10 dimensions of belonging and asked to select the three that they feel are most effectively met at MHS. They were also asked which three are not being met, where they feel they belong and where they feel they don't belong.

#### Inclusion Week

Krista Sherman discussed the struggle to find time in the school day for the lessons the committee is preparing, without taking away time from classes. It was pushed to TIES, but this is not working, as TIES is used to take care of other school business too, such as graduation gown ordering, etc.

#### Secondary and Elementary Inclusion Week Sub-Committees

The secondary and elementary sub-committees met together twice and then split up to work on things separately. Some of the ideas that they worked on are:

Themes:

- Monday – Inclusion, build off of last year. What is inclusion and why is it important?
- Tuesday - Mattering
- Wednesday - Love yourself, self-acceptance
- Thursday - Respect
- Friday – Unity

Other Ideas:

- Spirit days- They are still deciding whether or not to do spirit days.
- Secondary students visiting elementary students – They are working with elementary principals and Myriah to develop a plan to have HS students visit the elementaries for activities/lessons, possibly on Monday to kick off the week. This will be discussed at the December 10th principals meeting. One idea is to have clubs travel to do an activity or lesson so younger students will be exposed to different clubs/interests. A big shout out to

the MPS transportation department for helping make this happen by offering transportation for this purpose at no charge.

- Elementary door decorating contest
- Elementary Walkathon, by grade level
- Penny war (donations)

It will be helpful for a Kindergarten teacher to help with inclusion week activities, to provide feedback and assist in making age level appropriate activities and lessons.

Gary's December video – A good portion of this video will be inclusion-based. The video is structured by the strategic plan but inclusion is a big part of the strategic plan.

### **Committee Work Time**

#### Original Timeline of Themes:

1. ~~September–Respect~~
2. ~~October–Belonging and Mattering~~
3. November–Self Acceptance, moved to December
4. December – self acceptance
5. January–Empathy
6. February–Inclusion
7. March–Unity

**Next Meeting: Tuesday, January 14th @ 5:30pm, Maple Room**