



DEIB Committee  
Tuesday, March 11, 2025  
5:30 p.m. -7:00 p.m.  
Maple Room at City Hall

### **Minutes**

**Present:** Courtney Miller, Dr. Gary Kinzer, Randy Barton, Krista Sherman, Dr. Jan Alleman, Angie Moore, Emma Howland, Summer Issawi, Dr. Julie Grech-Kramer, Dr. Amy Lark, Cortney Ford, Rachel Foster, Rick Brooks, Kendal, Kim Clark and Michele Sanders

**Not Available:** Melissa Netzel, Mary Hilker-Loch, Ethan McCallum, Erinn Toodzio-Hook, Ethan Felsing, Shana Barnum, Myriah Lillie and Riley

### **WELCOME**

Gary Kinzer welcomed the group to the meeting and briefly discussed the agenda for the evening.

### **INCLUSION AND KINDNESS AROUND THE DISTRICT**

Julie Grech-Kramer recognized some of the ways Inclusion Every Day and Inclusion Week has made an impact. She presented some of the inclusive efforts being made in the buildings across the district including:

- The Unified Champions 'Spread the Word Campaign' at North Aurelius
- A teacher at Alaiedon sharing a project that was started during Inclusion Week and inviting other classes to add to their hallway artwork wall.
- The "Caught Being Kind Challenge" at Alaiedon
- The Reading Buddies Program
- Steele PTO sponsored trinkets for students to add to Inclusion Week.
- The Peer Buddy program at Steele.
- Unified Games Inclusion Pledge and Posters.
- MMS student, Katie Truman, acknowledged in a 'Limitless Potential Campaign'.
- National Inclusion Day and Unified Games at MHS
- The Buddy Bench
- Growth in Peer-to-Peer programs

**INCLUSION WEEK 2025-26 DATE CONFIRMATION: OCTOBER 20-24, 2025**

No known conflicts were reported by directors or building principals. Attendees of the DEIB meeting did not foresee any conflicts. *Inclusion Week 2025-26 is officially October 20th-24th, 2025.* If DEIB sub-committees want to do summer work to be ready for inclusion week, the district will support it.

**FEDERAL ACTION- DEI**

USDE Dear Colleague Letter

Dr. Kinzer presented the Dear Colleague Letter that the federal government issued on Valentine’s Day.

MDE Response to Dear Colleague Letter

Dr. Kinzer shared the MDE response to the Dear Colleague Letter.

Bridge Magazine Article

Dr. Kinzer shared a State of Michigan publication that provides objective exploration of a lot of issues.

**INCLUSION EVERY DAY AND INCLUSION WEEK 2025-26 DISUSSIONS**

Inclusion Week 2025-26 THEMES

There was discussion on the past and potential future themes. Decisions were made.

<b>2023-24 Themes</b>	<b>2024-25 Themes</b>	<b>2025-26 Themes</b>
Self-Acceptance	Inclusion	Inclusion
Diversity	Mattering	Mattering
Empathy	Love Yourself	Empathy
Inclusion	Respect	Respect
Belonging	Unity	Belonging

**Things to Consider**

- A culminating event for the community
  - International Foods Around the World Event
  - Booths, pledge, collective piece of art and activities at an MHS football game, put on by MPS clubs, sports, organizations and volunteers
  - Special Olympics flag football game, with food trucks, booths
  - Crafts around the world Event
- Funding and fundraising

- Transporting older students to the elementary schools was a success. The committee can reach out to elementary buildings to discuss, decide and report the number of students they would like to visit their school during Inclusion Week.
- If possible, give teachers some info in May. Explain that more info will be coming.
- When providing materials to teachers, share the theme and a video to play. Provide activities for them to choose from, but if they put together a different activity, link it here to share it with other teachers.

### **Inclusion Every Day**

Ideas for the beginning of the year themes:

- Get-to-know you theme.
- Traditional beginning of the year topics, such as be kind, be respectful, etc.
- Learn everyone's name

The meeting Adjourned at 7:00pm. The next meeting is April 15, 5:30pm-7:00pm.