

Diversity & Inclusivity Committee  
Minutes  
December 10, 2020

Members Present: Melissa Hammann, Barb Dorn, Jim Kvalheim, Dee Jay Redders, Kathi Swanson, Chip Schuett, Heidi Deininger, Sean Mangold, Janessa Katzenberger, Devon Wolter, Jennifer Braun, Donnetta Foxx and Daniel Ripp. Guest Deacon Dzierzawski.

Ms. Hammann led a moment of silence to acknowledge the continuing systemic injustices happening in America.

Ms. Dorn and Ms. Swanson volunteered to take minutes.

Motion by Mrs. Katzenberger, seconded by Mr. Kvalheim to approve the November 12, 2020 minutes as presented. Motion carried 9-0.

Committee members were asked to share one victorious experience they have had in the last month regarding the promotion of racial and social justice. Examples included: church group, Hip Hop new class offering, Goodman Community Center (next leader will be an African American woman), Joe Biden as President (expected to have the most diverse cabinet), working with this committee, Evansville Pride Partnership (what it's like to be an inclusive business, 13 businesses have signed up w/o solicitation), working with Pride action team (masks, shirts, staff wearing shirts on Wednesdays).

Student Survey Subcommittee reported on progress and recommendations. The subcommittee worked with BASE and Mr. Dzierzawski to develop additional questions to add to the YRBS, keeping in mind the question, "What do we want to receive?" Anonymity was a key focus and the group decided that 47 questions will be added to the YRBS with the administration of the survey to be determined. The questions will cover connection, interaction, consequences, safety, bullying, food insecurity and housing insecurity. The survey data is used by the state to gauge behaviors and community groups to determine outcomes, grants, etc. The Diversity and Inclusivity Committee will use the data to assess the climate in the schools and to help determine how to move forward in meaningful ways. When analyzing the data, it will be important to notice what it is telling and what it isn't telling the group?

Committee Member Survey Subcommittee reported on progress and recommendations. The subcommittee created 8 questions to help the committee to develop the WHO and WHAT as well as to understand what each member brings to the committee. Decision to use the questions to build community within the group. Future meetings will involve going through the questions in small groups with large group share-out.

Decision to use 2020-2021 as a planning year since the data from the YRBS won't be available until spring. The data will be analyzed to help prioritize the work of the

committee to best serve students. Noted that giving voice and value to one group, gives voice and value to others.

Next meeting date was set for January 14th, 2021, 4:00-6:00pm.

Motion by Mrs. Katzenberger, seconded by Ms. Swanson to adjourn the meeting. Motion carried 9-0.