

Diversity Equity Committee Meeting

Meeting Date:	November 2nd, 2020
Meeting Start/EndTime:	4:00 pm/ 6:00 pm
Meeting Location:	Virtual Zoom meeting link Meeting ID: 862 5452 3860 Passcode: g3G9ze
Members Present:	
Other Attendees:	
Members Absent:	



<p><i>Our Vision:</i> One community of lifelong learners, engaged in creating our culture, where all are safe, valued and accountable to one another for success.</p>	<p><i>Our Mission:</i> Expect excellence, grounded in compassion, to meet the needs of all learners.</p>
<p><i>Strategic Directions: Strategies to Achieve Our Vision</i></p> <ul style="list-style-type: none"> A. Expecting high achievement for all students by improving our practices and building positive relationships B. Understanding and meeting everyone’s social-emotional, mental health, and cultural competency needs C. Operating with and communicating clear expectations, support, and accountability D. Implementing safe and secured schools and environments E. Engaging and partnering with parents, families and community F. Securing and managing all of our resources: people, money, facilities, time 	<p><i>Core Values:</i></p> <p>Excellence: Be my best and expect the best of others Kindness: Concern, compassion, and advocacy for others Respect: Acceptance of self and others as we work together Honesty: Say and do the right thing, even if no one is watching Responsibility: Do my part and be accountable for what I say and do</p>
<p><i>Committee Purpose and Collective Commitments:</i> The committee will work in pursuit of creating culturally responsive educational environments for students, staff, parents, and the community. Fosters and supports conditions throughout the district through an equity lens to address equitable access and achievement gaps. Facilitates ongoing conversations about equity; implements strategies to improve teacher retention and develop the teacher workforce.</p>	

<u>Agenda Item:</u>	<u>Type:</u> <u>(Procedural, Information, Briefing, Action)</u>	<u>Discussion/Action:</u> <u>(Minutes)</u>	<u>Person Responsible:</u> <u>(Reports to Superintendent)</u>
<u>CALL TO ORDER :</u> 4:00 pm	Procedural		
<ul style="list-style-type: none"> • Opening & Guidelines • Review Agenda • Approval of October Minutes 4:01 pm - 4:10 pm	<ul style="list-style-type: none"> • Procedural • Procedural/Informational • Action (For minutes) 	<p><i>Opening-</i> <i>We would like to recognize and acknowledge that Winona is situated on the ancestral lands of the Dakota people. We in the Winona Area Public Schools community acknowledge and honor the Dakota Nations and the sacred land of all indigenous peoples.</i></p> <p><i>We are gathered here today across Winona County on the occupied territory of the Dakota people, who have stewarded this land for generations.</i></p> <p><i>Honoring the original people who live on this land and descendants of those people. We shall also give honor to anyone brought forcibly to this land and descendants of those people; and we give honor to anyone who came to this land of free will and their descendants.</i></p> <p>Please note items that are <u>CAPITALIZED, BOLD, ITALICS, AND THAT ARE UNDERLINED</u> will be standing procedural agenda items for DEC meetings moving forward.</p>	

<p><u>INFORMAL/BRIEFING</u> <i>(answer questions asked by committee members)</i></p> <p>4:10 pm - 5:10 pm</p>	<p>Briefing .</p>	<p>For consideration of the committee, the chair and the Director of Teaching and Learning, are asking for members to consider a new format to meetings and a strategy to solicit information to be shared during meetings.</p> <p>Information sharing google form</p>	
<p>When will building Diversity teams begin? DEI background</p>	<p>Informational- Karla</p>		
<p><u>DEI ADMINISTRATOR</u> share-out</p> <ol style="list-style-type: none"> 1. Emily (Goodview & ALC) 2. Ann (Early Childhood) 	<p>Informational</p>		
<ol style="list-style-type: none"> 1. Guidelines for Committee Meetings 	<p>Informational</p>	<p>Terms defined DEC committee Guidelines</p>	
<ol style="list-style-type: none"> 2. What is the “plan B” for the equity alliance? This plan was the recommended alliance? This plan was recommended for acceptance by the committee and note supported by the administration team. What is the next plan? 	<p>Informational</p>		

<p>(This also serves as a time to answer item # 1 from new business- update on climate cohort with MDE).</p>			
<p>3. Mandated staff training related to OCR violation, what is the plan for the year?</p>	<p>Informational- Karla</p>		
<p><u>Q/A FOLLOWING INFORMATION AND BRIEFING</u></p>	<p>Procedural</p>	<p>Members will move to Old Business @ 5:00 pm</p>	
<p><u>OLD BUSINESS</u></p>			
<p>This is item # 14 Additionally, in an effort to effectively support the Cultural Liaison, it is vital that more diverse voices and perspectives be included on the DEC. The Committee recommends that:</p> <p>Half of DEC should be made up of students, parents, and community members who represent minority groups.</p> <p>Half of the District wide DEC should be WAPS staff members. The Committee should have two Co-Chairs. One staff member One community member.</p>	<p>Action</p>	<p>Consideration of committee, as posed by chair and director of teaching and learning, that this item is addressed in subcommittee (breakout room) for the remainder of the meeting.</p> <p>The second subcommittee (breakout room) with focus on student voice: Restorative Practices</p> <p>Chairperson-McQuinn and Director of Teaching and Learning- Winter pose that new items or old business for future meetings occur within subcommittee breakout rooms and members will reconvene prior to the end of the meeting to share out.</p>	

<p>This structure will reinforce that DEC is focused on working with the community.</p> <p>There is flexibility when it comes to the length of meetings based on the consensus of the group.</p> <p>All District DEC meetings will be recorded.</p> <p>DEC will be informed of all District and building initiatives involving diversity and equity plans and projects.</p> <p>The bylaws should be updated to reflect the above changes.</p>			
<p><u>NEW BUSINESS</u></p>			
<p>Adjournment 6 pm</p>	<p>Procedural</p>		