

Diversity Equity Committee Meeting

Meeting Date:	Monday, January 4th, 2021
Meeting Start/EndTime:	4:00 pm - 6 pm
Meeting Location:	Zoom Link Meeting ID: 862 5452 3860 Passcode: g3G9ze
Members Present:	Dawn Lueck, Karla Winter, Annette Freiheit, Angela McQuinn, David Chapman, Stacy Cottrell, Mark Anderson, Sarh Knudsen, Tesla Rodriquez, Rose Carr, Tova Strange, Maurella Cunningham, Marci Hintz,
Other Attendees:	Alexandra Retter
Members Absent:	Angela Holloway, Mary Martha Dust, Amber Mlynczak, Alison Quam



<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> <ul style="list-style-type: none"> 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><i>Committee Purpose and Collective Commitments:</i></p>	

<u>Agenda Item:</u>	<u>Type:</u> (Procedural, Information, Briefing, Action)	<u>Discussion/Action:</u> (Minutes)	<u>Person Responsible:</u> (Reports to Superintendent)
<u>CALL TO ORDER</u> <ul style="list-style-type: none"> • Opening & Guidelines • Review Agenda • Approval of December Minutes 	Procedural	Stacy made a motion to approve the Dec. minutes, Tesla- 2nd the motion- Approved	Angela
<u>DEI ADMINISTRATOR</u> share-out 1. WMS-Mark	Informational	Email sent to all staff to look for volunteers to be part of the DEI team, 13 members Discussion on who was on the team at their first meeting (Social Workers, EAs, Special Ed, Miller Mentoring) Goals: Improving School Culture World’s Best Workforce-Closing the Achievement Gaps- Looking at representation in the classes Looking at MS version of College and Career Readiness (MN career inventory) Student Achievement- grades, attendance- knocking on doors, behavior data AVID goals Organization Goal, Essential Questions, Students are prepared and ready Collaboration Goal- Family Outreach Followed up questions from DEC members about data regarding results, new course for 8th graders inquiry, AVID related questions, make-up of DEI team, WBWF goal inquiry, root cause analysis, SEL focus,	Mark Winter

		community outreach suggestions, inquiry about study implications of race related to culture/climate, and additional inquiry about pathways for additional information seeking and inquiry needed.	
MDE Agreement for Restorative practices in Schools	Informational	WAPS signed an agreement to receive money from MDE to promote RP opportunities, support/coach existing RP folks, and scholarship dollars for members of staff to attend RP opportunities. Approx. \$2000.00 total	Angela
Staff Development 2-hour training PD CCT (Cultural Competency Training)	Informational	<ul style="list-style-type: none"> ● Any suggestions or resources to share with staff development? ● Book Study What is CLR? Is My Classroom Management Culturally Responsive? Is it culture or not? - Scenarios Moving forward: Vocab. Instruction, Literacy Instruction, Academic Language <p>Members suggested</p> <ul style="list-style-type: none"> ● Equity Alliance Mr. Witherspoon is a contact ● Winona Community members ● WSU/St. Mary's diversity programs ● Look within the district at staff who are trained or have skills in the area ● Maurella offered her support and herself as a suggested member of DEC ● Tova and Telsa offered to support reaching out <p>Karla- will bring suggestions and information back to the staff development team as suggested input from DEC for staff development consideration. Karla will</p>	Karla

		reach out to DEC members who stepped forward to help if needed in an effort to secure folks to train.	
Subcommittee meeting time during the meeting?	Action Item	<ul style="list-style-type: none"> ● In November we discussed a structural change in our meetings. Suggesting the last hour of the meeting is dedicated to time to meet in our designated subcommittees. ● The first hour of the meeting would be dedicated to “shareout” action items <ul style="list-style-type: none"> ○ Thoughts? Motions? <p>Motion Dawn- To trial use of this structure for DEC meetings for the duration of 4-months (friendly amendment by Tesla) trying 2 of each and making a decision based on feedback and experience.</p> <p>Seconded by Rose</p> <p>Motion carried unanimously</p>	Angela
Student Voice Subcommittee share-out	Informational	<ul style="list-style-type: none"> ● Notes from meeting December 22nd, 2020 <p>Dave, Mark, and Angela shared highlights that can be read in the notes from the December 22nd meeting. With the focus on next efforts</p> <ul style="list-style-type: none"> ● Support administration in district to experience circle ● Find student voices for the subcommittee ● Identify the implementation of RP tool for district ● Continue to train and support coaching for staff trained in August <p>DEC members asked follow up questions regarding planning for implementation and securing students. Angela shared all planning decisions subcommittee makes would seek approval from the larger committee prior to proceeding.</p>	

<p>Community Bridges Subcommittee share-out</p>	<p>Informational</p>	<ul style="list-style-type: none"> Any updates on questions to other districts? Or membership related action items? <p>Tesla and Maurella shared a draft of an email to send to prospective school districts to gain information about their efforts in building a diversity team in their district.</p> <p>Members provided feedback, and approved the motion from Tesla (the email), and seconded by Marella unanimously.</p> <p>Friendly suggestions regarding punctuations and the use of bulleted items were suggested prior to sending out an email.</p> <p>Maurella and Tesla plan to create interview questions for DEC approval via email in the days to come. Members keep an eye on your email for these questions, the email and google form will serve as the process to vote on the identified questions for districts.</p> <p>While DEC members at this time agree 50/50 (half WAPS staff/Community members) seems to be a good makeup for the district committee, more information is needed through inquiry with other districts before making a motion.</p> <p>Angela reminded the committee that membership also means looking at what sort of survey or questions we will use, how will we process those, how will we inform individuals selected/not selected, term limits, etc.</p>	
<p>Agenda items for</p>	<p>Procedural</p>	<ul style="list-style-type: none"> Reminder you can submit talking 	<p>DEC Members</p>

next time		<p>points/informational discussions using the google form</p> <ul style="list-style-type: none"> • Truancy Data/Demographics • DEC/DEI- how we fit together <p>Reminder to members if you have other suggestions please use the google form. Karla and Angela will review suggestions and google form when creating the February agenda.</p> <p>Please note we have one final administrator to share DEI, and an update from Joe regarding the climate cohort to anticipate in February as well.</p>	
Adjournment	Procedural	Motion to adjourn meeting carried. Meeting ended at 6:01 pm	