

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:	Angela McQuinn, David Chapman, Tova Strange, Stacy Cottrell, Rose Carr, Mark Anderson, Amber Mlynczak, Maurella Cunningham, Angela Holloway, Mary Martha Dust, Sarah Knutson, Annette Freheit,
Other Attendees:	Joe Jezierski, Alexandra Retter, Jazmyn Lackner, Maggie Maine
Members Absent:	Tesla and Marci



<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></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> <ul style="list-style-type: none"> • Opening & Guidelines • Review Agenda • Approval of January Minutes 	Procedural	Approval of Minutes-Motion by Dave Chapman, Second by Stacy Cottrell, Minutes approved as written.	Angela
<u>DEI ADMINISTRATOR</u> Share-out <ol style="list-style-type: none"> 1. Jefferson- Maggie Maine 2. EC Promoting Cultural Comp/Self Awareness 	Informational	<ol style="list-style-type: none"> 1. Tier 1 Reading Instruction and Curriculum Language Arts Block- Ask questions- Read alouds represent the students that are at Jefferson, looking into building classroom libraries with books that represent students at Jefferson. 2. PBIS Committee addresses the culture focus at Jefferson school 	Maggie Maine
Climate Cohort Update- Joe PD Feb. 15	Informational	Share out about authentic engagement Communicate updates Trying to build the capacity of our teams January Cohort meeting got postponed. Shared implementation model for Climate Transformation. Focusing on Capacity Building. Next meeting in February on Authentic Community Engagement. Reviewed meeting schedule and topics through July. Looking to do more equity work through	Joe

		using Perry Wilkinson in a large group session on a workshop day.	
<p>District Updates</p> <ol style="list-style-type: none"> 1. IDEA mapping- Project FINE 2. Culturally Responsive Score Card 3. HR- Virtual Job Fair 4. TOCAIT Social Media Influence 5. Due North 6. WMS Course Catalog 7. Summer Programming 	Informational	<p>Working with Project FINE to have some authentic conversations with families regarding their needs and support. Looking at using a scorecard to assess a culturally responsive curriculum. Discussed Governor Walz’s Due North initiatives and it’s connection to equity. Middle School has now opened up their Honors courses to all students. Dawn Lueck shared that the Equity sub-group at W-K have organized some relevant information for teachers to use to promote equity and understanding.</p> <p>DEC members then engaged in a meaningful conversation about the committee having a greater role in implementation of activities regarding Diversity & Equity.</p> <p>This led to a discussion about planning for Black History Month.</p> <p>Maurella offered a question for subcommittee breakout groups to discuss and come back together and share out with suggestions toward strategies to improve implementation of affinity group programming in WAPS (with a focus on February, Black History Month)</p> <p>Chairperson motioned to table remaining agenda items to move into breakout rooms: 5:02 pm.</p>	Karla

Attendance Circles Attendance data-ALC	Informational	Item tabled until March 2021	Angela
Informational Sharing Resources/Maurella - PD for related to cultural competency Resources/possible monthly newsletter (Maurella)	Informational	<ol style="list-style-type: none"> 1. Item was tabled until March 2021 2. DEI teams share out at District Learning/Teaching Bi-Weekly 3. Karla/DEC members relay info to Admin. Team 4. Take suggestions and share at necessary committee meetings- example SDAC 5. School Board receives the minutes 6. Minutes are posted on Website 	Angela
Honor, Promote, Support Diversity	Discussion	<p>Black History Month Newsletters- Principals Suggestions:</p> <p>This item was discussed as part of the subcommittee share out. It will reappear as a tabled item of March 2021 agenda.</p>	
Student Voice Subcommittee share-out	Informational Action item	<p>Item tabled until march 2021</p> <p>Student voice subcommittee minutes Student voice membership interest form- subcommittee proposed this item for motion to be voted on by DEC</p>	Amber

<p>Community Bridges Subcommittee- Membership share-out</p>	<p>Informational</p>	<p>Item tabled until 2021</p> <p>Letter update? Feedback received?</p> <ul style="list-style-type: none"> ● Any information received from other schools will be shared with Angela and the group. ● Creating a subcommittee to discuss- promote, honor ● John- What are you doing to promote Black History? Consistency met with integration (Website, Guided Study Hall) ● Subcommittee- Policies- Culturally <p>“Celebrate Black History” CEU- Document YMCA-21 Day Challenge</p>	
<p>Breakout rooms for subcommittee meetings</p>	<p>Procedural</p>	<p>At 5pm, Chairperson Angela will motion for table the remaining items on our agenda to follow through with a previous motion to change the structure of our this motion carried unanimously by members:</p> <p>Sub-Committees reported out</p> <p>Tova mentioned that WAPS is at a pivotal point in our history. She sees this is a time to re-envision what a culturally responsive school district looks like.</p> <p>Motion- That Tova Strange work with John Casper to help us promote Black History items and issues for the next few Fridays, including using the electronic signs or bulletin boards for celebrating Black History.</p> <p>Motion passed</p>	

		Dr. Freiheit mentioned the 21 week challenge for diversity through the YMCA.	
Agenda items for next time	Procedural	<ul style="list-style-type: none"> • Reminder you can submit talking points/informational discussions using the google form • DEC/DEI- how we fit together- Working on creating a document to be shared in March <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 March agenda.</p>	DEC Members
Adjournment	Procedural	6:03 pm	