

## Diversity Equity Committee Meeting



<b>Meeting Date:</b>	Monday, May 3rd, 2021
<b>Meeting Start/EndTime:</b>	4 pm - 6 pm
<b>Meeting Location:</b>	<a href="#">Zoom Link</a> Meeting ID: 862 5452 3860 Passcode: g3G9ze
<b>Members Present:</b>	Angela Holloway, Angela McQuinn, Dawn Lueck, Maurella Cunningham, Stacy Cottrell, Mark Anderson, David Chapman, Karla Winter, Annette Freheit, Tova Strange, Sarah Knutsen, Mary Martha Dust
<b>Other Attendees:</b>	Winona Post
<b>Members Absent:</b>	Karl Sonneman, Amber Mylnczak, Rose Carr

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



<b><u>Agenda Item:</u></b>	<b><u>Type:</u></b> <b><u>(Procedural, Information, Briefing, Action)</u></b>	<b><u>Discussion/Action:</u></b> <b><u>(Minutes)</u></b>	<b><u>Person Responsible:</u></b> <b><u>(Reports to Superintendent)</u></b>
<p><b><u>CALL TO ORDER</u></b></p> <ul style="list-style-type: none"> <li>• <a href="#">Opening &amp; Guidelines</a> &amp; Guidelines from Climate cohort</li> <li>• Review Agenda</li> <li>• Approval of <a href="#">April Minutes</a></li> </ul>	Procedural	<ul style="list-style-type: none"> <li>• <b>Reminder the survey and press release were updated, you can refer to the email this document was located in as reference</b></li> <li>• <b>Plan to distribute those resources in August and review applications in September at our first meeting.</b></li> </ul> <p><b>April minutes motion to approve Mark, seconded by Dave. No discussion. Chairperson affirmed motion to approve meeting minutes.</b></p>	Angela
<b><u>District Update</u></b>	Informational	<p>HR Update related to hiring/recruit/retention of diverse staff members <a href="#">Update from HR</a></p> <p><b>Please review the update from the HR Director. If you have any specific questions they can be directed to the HR director.</b></p> <p><b>In update the HR director forecast plans and current work.</b></p>	Karla
Climate cohort	Informational	<p>Focus this month at Climate Cohort: <b>How will we operationalize adult social emotional learning (SEL) in service of our school climate improvement?</b></p>	Karla/Angela/Climate Cohort members on DEC

		<ol style="list-style-type: none"> <li>1. <a href="#">Transforming Education Toolkit</a></li> <li>2. <a href="#">SEL 3-signature practices</a></li> <li>3. <a href="#">Onward</a></li> </ol> <p>District teams are exploring these resources. Also check-out <a href="#">SEL self-assessment tool</a>, explored how this tool could be used as a resource to expand and explore personal develop and growth on one's on Adult SEL skill building</p> <p><b>The phase we are in as a climate cohort reflect learning work related to adult SEL. Please refer to the resources here for what was being explored for WAPS staff.</b></p> <p><b>The intention is this work does ripple and impact students, however, please be aware this work is focused on adult professional development.</b></p> <p><b>This work is linked to culturally responsive teaching, AVID, PBIS, and other SEL related practices occurring in the district during this learning work.</b></p>	
DEC Guidelines	Action item	<p>We need to approve our <a href="#">committee guidelines</a>, by way of membership.</p> <ul style="list-style-type: none"> <li>● Looking for a motion on Membership by committee members</li> </ul> <p><b>**A reminder to the committee members the guidelines document was already approved by motion---we are just affirming our committee decision in regards to membership and language about our goals, objectives, intentions surrounding membership</b></p> <ol style="list-style-type: none"> <li>1. First motion by Tesla, seconded by Dave for 50%/50% split in intention membership</li> </ol>	

		<p>recruit BIPOC/non-BIPOC. After discussion Tesla withdrew this motion.</p> <p>2. Second motion Tesla amended original motion and added items discussed (1-3) by members of the community bridges subcommittee. Motion seconded by Mary Martha</p> <ul style="list-style-type: none"><li>a. Define training for ALL DEC members- find facilitator in cultural competency.</li><li>b. Facilitate community sessions to promote healing in BIPOC community within WAPS</li><li>c. Recruit BIPOC to join DEC</li></ul> <p>After discussion a friendly amendment by Angela was made and approved by Tesla and Mary Martha to add language to 50%/50% membership related to non-BIPOC (marginalized, under-represented, LGBTQ+, and SPED). This motion was voted on by voting members; Yes-3, No- 2, Abstain from voting 7. This motion did not pass.</p> <p>3. Third motion Stacy, seconded by Karla, was to withdraw the items 1-3 and return to the original motion by Tesla with friendly amendments from Angela.</p> <p>Motion 50%/50% membership (BIPOC/marganzlied, under-represented, SPED, and LGBTQ+, non-BIPOC) intention of membership. This motion was voted on by voting members. Yes-11, No- 0, Abstain-1. Motion carried.</p> <p>4. New motion- made by Maurella, seconded by Tova. DEC members to convene over the summer to address items 1-3.</p>	
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		<p>Discussion took place prior to voting. Concern related about how to ensure action on items in the Fall. Maurella asked about sending information out and receiving feedback to ensure team convening over summer was headed in the right direction. Members expressed availability and lack of availability. Decision was made to make a survey to engage members to get volunteers for this summer work.</p> <p>During discussion members discussed aspects of group dynamics. Members expressed DEC members do not create a welcoming environment. Discussion created a conversation related to training for all DEC members on group dynamics.</p> <p>Mary Martha-requested friendly amendment to add comment in item # 1 for group dynamic training.</p> <p>Members discussed finding different facilitators for each topic. Chairperson reminded members there are not currently streams of funding attached to DEC initiatives. Teams would need to explore funding for projects. WAPS staff would not be paid for summer work on DEC, it would be considered voluntary.</p> <p>Voted on by voting members. Yes-6, No-2, Abstain-3. Motion carried 6/5.</p> <p>Chairperson will create a survey to send to all members to engage in summer work. Chairperson asked the group to nominate a chairperson for the summer work to lead and guide the work based on items 1-3.</p>	
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Chairperson motion		<p>Chairperson motion for remaining items on the agenda to be tabled until September 2021 meeting. Chairperson noted tension and heaviness of conversation as reasoning for tabling further items. No discussion. Items were tabled.</p> <p>Following the tabling of items discussion by members about developing plans for summer and concern about items being rejected.</p> <p>Chairperson reflect on compassionate witnessing video discussion related to taking risks and being rejected is not personal. There are personal feelings associated with ideas and risks taken. <a href="#">Link to video</a> for members. In video Dr. Eger reveals that she has taken risks and been rejected and learned that she must not personalize the rejection--not everyone will like the idea (or in the scenario she references want a relationship).</p>	
		<p>The remaining items listed below were tabled until September 2021</p> <ol style="list-style-type: none"> <li>1. Honor, promote, support diversity</li> <li>2. Vocabulary- Terminology use throughout the district</li> <li>3. EQ</li> </ol>	
Honor, Promote, Support Diversity	Discussion	<p><b>BREAKOUT Room time! 30 minutes</b>  <b>Task in your room</b></p> <ol style="list-style-type: none"> <li>1. <a href="#">Define monthly diversity and equity topic per month</a> (Document linked here).</li> </ol>	

		<ul style="list-style-type: none"> <li>a. Take into consideration specific <u>National months</u></li> <li>2. Breakout Room Round 1 (15 minutes) <ul style="list-style-type: none"> <li>a. Room 1-3 <ul style="list-style-type: none"> <li>i. Sept.-November</li> <li>ii. December-February</li> <li>iii. March-June</li> </ul> </li> </ul> </li> <li>3. Breakout Room Round 2 (15-20 Minutes) <ul style="list-style-type: none"> <li>a. Building level start planning September</li> <li>b. Feel free to list activities or celebrations already in place <ul style="list-style-type: none"> <li>i. Preschool-Elementary</li> <li>ii. Middle School</li> <li>iii. High School/ALC</li> <li>iv. District level needs-communication/social media post/etc.</li> </ul> </li> </ul> </li> </ul> <p>The hope is suggestions members have made regarding what resources, curriculum or tools can be added can be inserted here. For instance what will be do for Black History Month, Anti-racist/equitable work, what should be added to Newsletters by Principals</p> <p><b>Moving forward a plan to discuss this as a committee at least 1-month prior, so resources can be sent out and necessary communication can be completed proactively</b></p>	
Vocabulary-Terminology use throughout the district	Action Item	Committee dialogue: <ul style="list-style-type: none"> <li>1. Under-represented</li> <li>2. BIPOC</li> <li>3. Marginalized</li> </ul>	Committee Discussion/recommendation to the board

		<p>4. Under-served 5. Minoritized Populations</p> <p>Looking for support/feedback/and advice from the group to create common language use throughout the district. Where and when should these terms be used?</p>	
EQ-Essential Question	Informational based on the informational google form	<p>EQ: What are your suggestions for supporting the BIPOC and other marginalized students within the WAPS district?</p> <ol style="list-style-type: none"> <li>1. How might we connect these to our theory of action work (Community Bridges &amp; Student Voice)?</li> <li>2. What might we consider advising the board on based on what our suggestions are?</li> <li>3. What specific action items does the committee suggest?</li> </ol>	
Adjournment	Procedural	<ul style="list-style-type: none"> <li>● Chauvin Trial resources from <a href="#">Legal Rights Center in Minneapolis</a> <ul style="list-style-type: none"> <li>○ <a href="#">I created a folder on google drive</a> for the WAPS community to use to access the amazing resources and circle the LRC has put together.</li> <li>○ Resources were shared with WSHS staff and staff and students engaged in dialogue during first period, following the verdict of this trial. <ul style="list-style-type: none"> <li>■ Smaller listening and dialogue rooms were also created during this time (9-10th grade room, 11-12th grade room, BIPOC</li> </ul> </li> </ul> </li> </ul>	



		<p>room, and students of law enforcement).</p> <ul style="list-style-type: none"><li>■ Including was a <a href="#">document</a> to support conversations and tools to use with students, many of these resources can also be found on the Minnesota Department of Education Website</li></ul> <p>Reminder our next meeting will be September 2021</p> <p>Adjournment motioned by Chairperson at 5:58 pm</p>	
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