

Diversity Equity Committee Meeting



Meeting Date:	Thursday, April 8th
Meeting Start/EndTime:	4 pm - 6 pm
Meeting Location:	Zoom Link Meeting ID: 862 5452 3860 Passcode: g3G9ze
Members Present:	Angela Holloway, Angela Oswald, Karl Sonneman, Dawn Lueck, Maurella Cunningham, Stacy Cottrell, Mark Anderson, David Chapman, Karla Winter, Annette Freheit
Other Attendees:	Sarah Weiss, Joe Jezierski
Members Absent:	Rose Carr, Amber M, Mary Martha Dust, Tova Strange,

<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)
<p><u>CALL TO ORDER</u></p> <ul style="list-style-type: none"> • Opening & Guidelines & Guidelines from Climate cohort • Review Agenda • Approval of Feb. Minutes 	Procedural	<ul style="list-style-type: none"> • A reminder this meeting represents a second trial of 50/50 (agenda items & subcommittee meeting time) <ul style="list-style-type: none"> ○ Agenda- 4-5 ○ Subcommittee 5-5:30, 5:30-6 share out <p>February minutes motion to approve Dave, Seconded by Stacy. No amendments made to February meetings. Chairperson motioned to approve minutes.</p>	Angela
<p><u>DEI ADMINISTRATOR</u> Share-out</p> <ul style="list-style-type: none"> • Climate cohort update 	Informational	<p>Article Implicit Bias and Structural Inequity - this article was shared with climate cohort members. We are sharing here with DEC members.</p> <p>Special guests today Joe & Sarah. DEC members participated in listening sessions to hear their feedback on what community, staff, and student considerations are in regards to the arrangement of listening sessions by climate cohort.</p> <p>Sarah also gave the committee an update on the climate cohort progress. The overarching goal is to create a shared understanding of school climate work. There are 3-core elements of this work: transformation of SEL, rethinking discipline (policies and practices), and comprehensive school mental health. With the intention of how these three core areas have been weaponized in the past</p>	

		<p>and have led to the systemic oppression of minority groups. The process will be three years in length and in the end, the hope is to collaboratively review, revise, and shift the code of conduct in WAPS district. Communication, Sarah shared, is key to the success of this work.</p>	
Engaging Families Activity	Informational	<p>Submitted Recommendation: Engaging Families</p> <p>Sarah and Joe will share additional resources with chairperson of the committee (slides, and feedback shared from our small listening sessions/breakout groups. Please look for those documents to be linked to these meeting notes and also shared by email to members of the committee.</p> <p>Engagement planning form responses from DEC School Climate Transformation roadmap Slides Joe & Sarah used for our meeting</p>	Karla/Joe/Sarah (MDE)
Membership survey	Action item	<p><i>Subcommittee proposal-</i> should we move forward with the google form and press release now, or wait until we have engaged families. <i>Vote on this before breakout rooms</i></p> <p>Due Date: Jan. 31</p> <p>Press release Committee application</p> <p>Motion- to make list of amendments (translation, adding a question (How do you identify), adding a comment about alternative ways to submit an application, add comment/welcoming statement to encourage</p>	

		<p>folks from under-served/represented communities to apply, some format changes (who we are as DEC first follow by the housekeeping information (serve on committee information), consideration to share this with other district committees to benefit from these amendments.</p> <p>Motion- Dave, Seconded by Mark. 10 voting members present approved the motion of the press release & membership application (with amendments to follow). No date is set for the release of these documents.</p> <p>Members target the 2021-2022 school year to review applications.</p>	
DEC Guidelines	Action item	<p>We need to approve our committee guidelines.</p> <p>A reminder to the committee guidelines was approved in part when the bylaws were transferred to the committee guidelines document at the start of the school year.</p> <p>The work that remains is to review the committee guidelines in relation to membership. This item was discussed partially related to a conversation about modes of delivery of information--how we will share with the community the membership application and interest. Suggestions included; elementary newsletter, WMS newsletter, WSHS updates on Schoology, posters in key areas in the community (laundry mats), social media to promote, infinite campus messages, emails, flyers available at open-house night, paper copies available at schools entrance</p> <p>The membership of the committee was discussed by</p>	

		the Community bridges subcommittee. The conversation is tabled until May 2021 meeting.	
Honor, Promote, Support Diversity	Discussion	<p>ALL REMAINING items on the agenda were tabled until MAY 2021 meeting.</p> <p>Black History Month Newsletters- Principals Suggestions:</p>	
Vocabulary- Terminology use throughout the district	Action Item	<p>Words: tabled</p> <ol style="list-style-type: none"> 1. Under-represented 2. BIPOC 3. Marginalized 4. Under-served <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>	Committee Discussion/recommendation to the board
Reminder about Reimagine MN Pillars	Informational	<ul style="list-style-type: none"> ● tabled ● Received questions related to hiring practices and truancy. While these items serve and deserve a view from an equity lens. They are not the pillars this committee selected for our theory of action this year. ● We will continue to update the committee regarding district plans and decision-making in our district updates shared during the DEC meetings. 	
EQ-Essential Question	Informational based on the informational google form	<p>tabled</p> <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"> 1. How might we connect these to our theory of action work (Community Bridges & Student Voice)? 2. What might we consider advising the board on based on what our suggestions are? 3. What specific action items does the committee suggest? 	
<p>Subcommittee Breakouts</p>	<p>@ 5pm-5:30 pm</p>	<p>Followed by subcommittee share-out Share Out did occur at the meeting- Dawn shared for student voice- subcommittee members discussed translation of bothe press release and membership application, a statement be added related to being able to obtain alternative ways to submit the application (in person fill out paper copy, voice message, audio recording, someone to scribe responses, submit paper copy via mai). Also shared was Annette's contribution, ensuring that DEC shares these changes with other district committees, so they too can benefit from these amendments.</p> <p>Tesla shared out from the community bridges subcommittee, this committee did not discuss the press release and application. They did discuss membership. Items the subcommittee agreed upon were</p> <ul style="list-style-type: none"> ● 50% staff, 50% community <p>Where the subcommittee got stuck were the following items</p> <ul style="list-style-type: none"> ● Should the committee encompass 50% BIPOC of members who identify as BIPOC ● Should % be used at all, or should we use #, or other means to measure who ● Should we have a statement that 50% BIPOC 	

		<p>is the intention of the committee if we are unable to reach this goal.</p> <ul style="list-style-type: none"> • Should 50% of the committee also include other groups LGBTQ+, etc. 	
Informational Sharing	Informational	<ul style="list-style-type: none"> • tabled • Reminder when asking for items to be placed on the agenda use the google form <ul style="list-style-type: none"> ◦ Please remember this was a voted-upon norm of how to contribute ideas for the agenda. 	Angela
Adjournment	Procedural	<p>Reminder: our last meeting of the calendar year will be May 3rd, 2021. We will not have committee meetings during the summer. We will meet again in September 2021.</p> <ul style="list-style-type: none"> • Chauvin Trial resources from Legal Rights Center in Minneapolis <ul style="list-style-type: none"> ◦ I created a folder on google drive for the WAPS community to use to access the amazing resources and circle the LRC has put together. <p>Chairperson adjourned the meeting at 6:00 pm.</p>	