

Diversity and Equity Committee  
Winona Area Public Schools

**October 5th, 2020**

The DEC committee met for their monthly meeting on Monday, October 5th, 2020 at 4 pm. The meeting was held in a virtual meeting space, on Zoom.

**COMMITTEE MEMBERS PRESENT**

Dwayne Voegeli, Dawn Lueck, Tova Strange, Tesla Rodriquez, Maurella **Cunningham**, Karla Winter, Stacy Cottrell, Drew Althoff, Dave Chapman, John Casper, Marci Hintz, Sarah Knutsen, Mark Anderson, Angela McQuinn, Annette Freiheit, and Allison Quam.

**MEMBERS NOT PRESENT**

LaShara Morgan, Idellann Larson, Rose Carr, Amber Mlynczak, Mary Martha Dust, and Jonathan Locust

**CALL TO ORDER**

The meeting was called to order at 4:02 pm by Mrs. McQuinn, Chair. An opening quote read to the committee members.

**APPROVAL OF AGENDA**

For the October meeting, review of new agenda set up with formal titles to designate section headers (call to order/welcome, old business, new business, and adjournment).

Meeting minutes approved on Monday, November 2nd with two amendments

- The spelling of member Maurella's last name
- Note about not getting to item DEI on the agenda, amendments are highlighted in bold

**APPROVAL OF MEETING MINUTES:**

Dave Chapman motioned to approve the September meeting minutes, this was seconded by John Casper.

**OLD BUSINESS**

**1. SHARE OUT OF SUBCOMMITTEES**

Two subcommittees were identified by the larger DEC committee to focus on the theory of action cards for DEC related to student voice (focused

conversation on restorative processes) and community bridges (focused conversation on communications).

- Student Voice (Restorative processes) subgroup- presented the work that took place on Thursday, September 24th from 3:45 pm-5:15 pm. A record of the theory of action card produced by this subcommittee can be located DEC Strategic Planning subfolder. Members of the larger DEC asked questions to the subcommittee for clarification and understanding of the plan on the page.
  - Dwayne Voegeli made a motion to approve the theory of action card presented by the student voice subcommittee, with the understanding it was a working document. This motion was seconded by Tesla Rodriquez.
    - Motion approved unanimously by members (14 total votes).
- Community Bridges (Communications) subgroup- presented the work that took place on Monday, Sept. 28 from 4:00-6:00. A record of the theory of action card, produced by this subcommittee can be located DEC Strategic Planning subfolder. Members of the larger DEC engaged in an exchange related to recruitment and membership that were mentioned by this subcommittee. There was also a discussion regarding the newly instated DEI teams that replaced the previous SIT (Student Improvement Teams).
  - Tesla Rodriquez made a motion to approve the theory of action card presented by the community bridges committee, with the friendly amended by Angela McQuinn that this was a working document. This motion was seconded by Marci Hintz.
    - Motion approved unanimously by members (14 total votes).

## **2. Membership/items # 14**

The conversation between committee members began with chair Angela McQuinn reading items (a-g) that was previously discussed by the committee. Following the reading of the item committee members engaged in a dialogue related to:

- Membership compared to district diversity demographics and consideration of membership with diversity greater than district demographics.

- Consideration of membership with greater community members than WAPS school employees.
- Consideration of membership by use of membership questionnaire for future members of the committee, and consideration of current members to renew membership commitments as acting members.
- Consideration of current members to step aside from their membership duties to grow the number of members who are community-based members and members of underrepresented, underserved, and diverse backgrounds.
- Discussion related to subcommittees or breaking up the DEC larger committee to smaller committees, to increase membership but do so across committees.
  - This resulted in questions related to the DEI teams created in place of the SIT at the building level. Members asked questions related to:
    - Training of DEI members
    - What was the lens the DEI team was built or based on
    - Role of the DEC committee in the oversight, training, connection, and support of these building level teams
  - These questions created an opportunity for dialogue between members and led to a discussion of item (“f”) from item # 14. Members dialogued about the recent professional development day which was responded to by members of the committee that participated in the development opportunity. The conversation circled back to the membership and recruitment of more diverse DEC members and community-based members on the committee and finding common ground in the committee discussion regarding membership.
    - **DEI was not discussed at length by members as there was not time permitting to get to the item on the agenda, item # 5 (When will building level diversity teams begin?)**
- Chairperson, Angela McQuinn, made a motion to table the discussion and remaining agenda items until the next meeting on Monday, November 2nd, 2020 at 4 pm

## **ADJOURNMENT OF THE MEETING**

At 6:14 pm.

