

## DEC Committee Minutes for May 13<sup>th</sup>, 2020

### 1) Call to Order

2) In Attendance: Angela McQuinn, Amber Mlynczak, John Casper, Stacy Cottrell, Maurella Cunningham, Mary Martha Dust, Isaac Matzek, Rose Carr, Karla Winter, Dawn Lueck

3) Discussed additions to the committee and especially being intentional about reaching out to possible parents/members who are more connected to our diversity and equity issues. We will search for possible volunteers closer to Fall. Discussed the possibility of an application form for volunteers to complete. Each building might want to do their own intentional recruiting. Suggestion: A Mentor for each volunteer addition.

### 4) Agenda Review:

Reviewed Meeting Guidelines-Focused on Speaking Your Truth and what that means in this district. Personal/Emotional Safety is a concern.

Approval of Minutes- Approved as written.

Old Business-Reviewed from previous minutes. Document information converted to an Action Card. Question: What is the role of DEC in relation to the School Board? Are the recommendations of DEC taken as action items for the Board? Dr. Cunningham clarified that our role is advisory in nature.

### New Business-

- Summer Opportunity for Restorative Practices Training. 3 choice possibilities; one day, days 1-5, or days 2-5. August 3<sup>rd</sup> to 7<sup>th</sup> window. Training would be local, here in Winona. Refreshers over the school Year should be part of our Staff Development Plan.  
  
-Moved by Dwayne Voegli and seconded by Mary Martha Dust to recommend/endorse this training to the District Staff Development Committee. Motion carries.
- IDI utilization as a tool for staff development for the Board, DAT and DEC Committee. Dr. Freiheit is reaching out to other districts to identify who the “debrief” facilitators might be. We would not be using facilitators from our own district. Motion to recommend/endorse this activity made by Dwayne Voegli and seconded by Dawn Lueck. Motion passed.
- Life Journey Training- Initiative spread over a number of years (5 year plan). Discussion about the expense of this initiative. Suggested that

these dollars could be used for staff support hirings (Community Liaisons) instead. Motion to recommend this initiative made by Karla Winter and seconded by Rose Carr. Motion carried one member voted “no”.

- Implicit Bias Anti-Discrimination training; Scheduled for September 2<sup>nd</sup>. Presenter is a lawyer and Dr. Freiheit is coordinating the presentation. Motion to endorse/support the Human Rights training also looking for ongoing training throughout the academic year made by John Casper and seconded by Mary Martha Dust. Motion carries.
  
- 3 Year Planning Document- Using an Action Card to identify initiatives. Most of the activities are considered “Learning Work”. The DEC does not oversee all of the initiatives i.e. AVID. Check marks on the document indicate connections to World’s Best Workforce.
- This document also challenges us to intentionally be aware of celebrations and awareness related to diversity related issues.
- Motion to table 3 year plan made by Karla Winter seconded by Dwayne Voegli. Motion carried.
  
- Move to adjourn. Possibility of a summer meeting to work on Action Card? Motion made by Dwayne Voegli for summer meeting, to work specifically on Action Card Plan seconded by Karla Winter. Motion carries. Angela will establish a date and time for such a meeting.
  
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