

Notes from meeting are in blue:

Follow up items:

1. A google document to build structure will be sent to all committee members
2. A meeting between WAPS & WSU will be set up committee members will be invited to attend
3. Dawn and Angela will speak to Engage Winona for support with Equity planning
4. Maurella and Angela will reach out to Finance about line items for DEC/funding
5. Maurella and Angela will approach staff development committee regarding Kinect Edu materials

**WAPS Diversity and Equity Advisory Committee-February 3, 2020**

**Time: 4pm-5:15pm**

**Present:** Rose (WMS), Dwayne (WSHS), Kayla (Intern WMS), Karla (WK), Maurella (District), Stacy (Miller Mentoring), Issac (WSHS), Dawn (WK), Angela (WALC/WSHS), Amber (WMS), Idellann (EA).

**Old Business: (15 minutes)**

1. IDI recommendations We will investigate this item further to learn where the money should come from to pay for the IDI assessments.
  - a. Dawn will also check with Brandon to see if he is interesting in doing the debriefs with administrators
    - i. We also need to ensure payment for Brandon should be decide to do it? Where does that payment come from?
    - ii. Maurella and Angela will reach out to Director of Finance to meet regarding line item for DEC
  - b. IDI: \$18.00 to take the assessment. The individual debriefs are different prices depending on time. Usually about 45 min debrief for \$60.00 and the info/ group results session is \$1500.00 but we can negotiate that ([Rochester Diversity Council](#)).
  - c. Brandon Mehling is interested in helping. Samantha Wagner advised we use Rochester Diversity Council
  - d. Recommendation: Move forward for Board approval. Thoughts? Vote?
2. Kinect EDU workshop: Decided to bring this item to the attention of staff development
  - a. Materials received
  - b. What are the committee's recommendations on getting these out?
  - c. In general, what ideas does the committee have about creating a space for resources to be utilized/shared for staff?
3. Equity Alliance Minnesota Considering different opportunities. Not using this lack of funding as a set back, but instead an opportunity to approach community (WSU & Engage Winona) for support
  - a. Angela will set up a meeting with WSU and inform the committee should anyone else like to attend

- b. Dawn and Angela will reach out to Engage Winona/Resilient Winona group regarding support for the project as well
- c. Once more details and costs are known we will explore funding from community
  - i. Altra Credit Union?
  - ii. Other local businesses?
- d. Update- on hold due to funding
- e. Suggestions- Let's think outside the box

**New Business: (45 minutes)**

1. Grants? To support Equity Plan initiative [See above item # 3 for details. Will consider after further communication.](#)
  - a. [Teaching Tolerance Educator Grants](#)
  - b. [Grant and Funding Opportunities](#)
    - i. Anyone interested to help submit the grant- and investigate others?
  
2. Black History Month [All committee members agreed this item is important, thoughts on more school/site based diversity teams to lead this vs. it coming from the DEC group. Each school would build](#)
  - a. [Maurella spoke about possible Title funds to cover costs of activities that engage students for enrichment, and support/safety/well-being](#)
  - b. [Meeting will be scheduled with Finance director to learn more](#)
  - c. [Dwyane to possibly arrange for a group of WSHS African-American students to go to WMS and do something during Black History Month.](#)
  - d. [DECs role in facilitating Cultural Educational Programming and suggestions to schools this month](#)
    - i. [Example article from Teaching Tolerance \[Toward a Transformative Approach to Equity.pdf\]\(#\)](#)
  - e. [WSHS will be the first to consider piloting this----Dwayne has already sent an email \(2/4/20\) to DEC members at WSHS. Maybe a luncheon? Will decided](#)
    - i. [Committee members spoke about other ways to do this in the future](#)
    - ii. [February 10th, 2020 is: National African American Parent Involvement Day \(NAAPID\) is a day for all parents to come to their child's school, see what their day is like and to support their child's educational future. Some of the goals of NAAPID are to:](#)
      - iii. [Promote parent involvement in their child's education.](#)
      - iv. [Address the serious achievement gap facing African American students.](#)
      - v. [Promote and provide strategies for all parents and students to take full advantage of the educational process at all levels of the educational system \(preschool through college\).](#)
        1. [Suggestions? WAPS to promote this day?](#)
          - a. [Involvement of John Casper to help promote](#)

3. Structure to our meeting conversation In a fist to 5 vote all members agreed to have add more structure to our meetings. Prior to the March meeting Angela will send out a google document for suggestions, and look to other district committees for tools/resources to support this. Discuss about this structure it needed.
  - a. Roberts Rules- [Page 1 of 5 ROBERTS RULES CHEAT SHEET](#)
    - i. Voting procedures (motions to approve)
    - ii. Norms
    - iii. Time keeper
    - iv. Note taker, substitute note taker
    - v. Building update as part of agenda
    - vi. Creation of sub-committee's
      1. Family engagement
      2. Policy committee
      3. Restorative Practices/Alternative to suspension programs
      4. Culturally Responsive School Leadership- DEC sponsored book club
      5. Monthly Educational programming
        - a. Revisit conversation about school-based equity teams to lead this?
        - b. Dawn/WK thoughts on pilot project and next steps?
      6. Other thoughts?
4. Department of Human Rights- (Maurella) Spoke about this item as a means to update the committee on what is contained in the DHR plan, and an awareness of what is part of the semi-annual report.
  - a. Bus driver training needed?
  - b.
  - c. [DHR Plan](#)
  - d. [2019 Semi-annual Report June 2019](#)
    - i. This semi-annual report did not transfer well, will send out a new one
    - ii. Recommendations from DEC for this report?
  - f. Family/Parent Outreach-Focus Groups
  - g. Semi-annual report on Out-of-School Suspensions and Action Steps
  - h. Fall 2019 Semi-annual Report

**Future Considerations/conversations: (5 minutes)** Briefly mentioned each item to make members aware of topics for next week.

Dawn also asked that we include a line item to debrief group on recent diversity leadership summit

1. Diversity training for PTA's?
2. Where does equity fit in teacher evaluations?
3. GSA- More LGBTQ inclusive curriculum for Health class at WSHS
  - a. GSA co-advisor will be reaching out to Maurella

- b. GSA will explore resources
- 4. [Toward a Transformative Approach to Equity.pdf](#)
- 5. Other considerations for Equity plans within WAPS:
  - a. Winona State [Inclusion and Diversity](#)
    - i. Ne'Angela Edwards
      - 1. Intercultural & Completion Coordinator
    - ii. Dr. Jonathan Locust
      - 1. Associate Vice President
  - b. Minnesota State
    - i. [Equity Lens to Policy Review \(1\).pdf](#)

**Development opportunities: (5 minutes)** [Here are some suggestions for members to share or check out to enrichment.](#)

- 1. [Expanding Perspectives \(1\).png](#)
- 2. [Increase Engagement Through Absent Narratives](#)

**Next Meeting:** March 2, 2020

**Adjourn:**