

- A. Input on [Cultural Competency Trainings](#), [Cultural Competency Q & A](#) (PELSB): Dec. 30, Jan. 9, Jan. 30, Feb. 27, May 14
 - a. **Trainings to start with DEC and administrators in January**
 - b. **Resources in the district to support development**
 - c. **IDI implementation? Use of district staff to interpret**
 - d. **Recommendation 6-8 hours per year, with approved trainer (not mandated).**
 - i. **For licensing (licensed on or after 2020).**
- B. **Equity Plan Conversations** with MN possible collaborators organizations
 - a. **Currently district has met with three possible collaborators**
- C. **Equity Plan Components/Goals:** Classroom Practices, School Climate, Curriculum & Materials, Co-Curricular Involvement, Recruit/Hire/Retain staff/teachers/admin of color, Community Engagement & Parental Involvement, Student Engagement & learning opportunities
 - a. **Above are recommended components**
 - b. **How do we achieve these components?**
 - i. **Time**
 - ii. **Need collaborators**
 - iii. **We need stakeholders throughout the district to meet these components**
 - 1. **Example- HR is needed for recruit/hire/retain- but what is their goal**
 - iv. **We are an advisory committee as of 2019-2020**
- D. **Equity Plan Process:** DEC (Equity Leadership Team)-->Community Diversity Team/Community Engagement-->Building Diversity Team
 - a. **Outreach- community (discussed last year slightly)**
 - i. **How do we support this?**
 - ii. **Need to develop a plan?**
- E. Types of Barriers to an Equity Plan (Institutional, Impersonal, Personal) AND Forms of Barriers (Negative Attitudes, Lack of Skills/Strategies, Practical Deterrents)
- F. DEC & [WBWF Goals](#)
 - a. **What is DEC role/contribution to reaching these 5 goals?**
 - b. **We do not currently have an equity plan in place for the district. (See items B, C, D).**
 - i. **Currently working to determine a collaborator to create an equity plan (See M).**
 - 1. **Once identified the equity plan would be included in WAPS reporting to WBWF**
- G. 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](#))
- H. DEC and the [WAPS Inclusion Plan](#)
- I. Resources: [Minnesota Compass](#)
- J. Book Club Ideas:

- a. [ENGAGING TEACHERS IN A BOOK CLUB TO DISCUSS ISSUES OF CULTURAL DIVERSITY](#)
- b. [Culturally Responsive Leadership](#)
- K. [MDE School Climate](#)
 - a. [School Climate Improvement Model](#)
- L. [Deepening the Practice: Circles](#)
- M. Identified collaborator meetings
 - a. MnEEP
 - i. *This would be an equity plan*
 - ii. *Questions*
 1. *What are the administrative cost without translation fees?*
 2. *We can hire our own project manager?*
 3. *What accountability measures are in place for long-term implementation of this plan?*
 4. *Sustainability measures?*
 5. *Vertical and horizontal alignment of plan with other district initiatives (WBWF) & (Strategic Plan) how does this work? Are there assurances this alignment is met and maintained in the district following work of MnEEP?*
 - b. *Diversity Logic*
 - i. *Approved trainings from MDE*
 - ii. *The trainings are not specific to the needs of the Winona community*
 - iii. *Not an equity plan- just training*
 - c. *Science museum*
 - i. *Individualized training*
 - ii. *Not an equity plan*
 - d. *Diversity Council*
 - i. *Training*
 - ii. *Not an equity plan*
- N. *Creating an equity plan in at WAPS*
 - a. *common language understanding is needed*
 - i. *Needs assessments*
 1. *IDI*
 2. *What's been done?*
 3. *How are we using it?*
 4. *Where is it used?*
 - ii. *Training from Angie Ellsworth: Cultural competency: A Deeper Dive into Self Reflection and Personal Bias*
 - b. *equity plan*
 - c. *trainings*
 - d. *vertical and horizontal alignment with existing initiatives in district*
- O. *What's next:*
 - a. *Meeting with sub-committee*

- i. Take questions back to MnEEP***
 - ii. Need to identify a needs assessment***
- b. Next meeting January 6th***
- c. Training with Angie Ellsworth***