

Diversity, Equity and Inclusivity Committee Meeting

Meeting Date:	Tuesday, December 14, 2021
Meeting Start/EndTime:	6:00 P.M. to 7:00 P.M.
Meeting Location:	WSHS Multipurpose Room (Board Meeting room)
Members Present:	Karl Sonneman, Stephanie Smith, Steve Schild, Heather Fitzloff, Dr. Sarah Knudsen, Kelly Fluharty, Heidi Monson, Chong Sher Vang, Ruby Hetzel, Theresa Rusert, Ella Skranka, Marci Hitz, Sharron Coleman, Jake Griggs,
Other Attendees:	Alexandra Retter-Winona Post
Members Absent:	Meigen Bausman



<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.	<i>Our Mission:</i> Expect excellence, grounded in compassion, to meet the needs of all learners.
<i>Strategic Directions: Strategies to Achieve Our Vision</i> 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	<i>Core Values:</i> 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
Interim Committee Meeting Norms (crafted 10/14/21): 1. Afford everyone to speak 2. Free flow of conversation (not using Robert's/Bob's rules)	

3. Work towards to consensus

Collective Commitments: To be determined when the full committee has been convened.

<u>Agenda Item:</u>	<u>Type:</u> (Procedural, Information, Recommendation)	<u>Discussion/Action:</u> (Minutes)
Call to Order	Procedural	Karl Sonneman opened the meeting at 6:00 P.M. Agenda Review - accepted with no changes
DEI November 30 Minutes	Procedural - review	DEI November 30, 2021 Agenda with Notes - no changes, accepted as written.
Welcome and Introductions	Information	DEI Membership WAPS Webpage for the DEI Committee
Committee Collective Commitments	Procedural	Develop Commitments - Committee shared ideas to include: 1. Raise hand for turn to speak. 2. Be comfortable with discomfort. 3. Receive and believe. 4. Regularly provide time to check in with members on what they are experiencing or have shared with them. 5. Free flow (no need for Robert's Rules)
DEI School Board Committee - Final Draft	Information	DEI Committee Guidelines and Procedures - Discussion of proposed guidelines and procedures. Members are to review these prior to our next meeting. Continue working on them at our next meeting.
Future Agenda Items	Information	1. Continue developing Committee Guidelines and Procedures (next meeting) a. Membership of Community members b. Membership selection process 2. Review data (World's Best WorkForce-WBWF) that has available (future meeting) Next Meeting: Tuesday, January 25, 2022, 6:00 to 8:00 P.M. WSHS Multi-purpose Room
Adjournment	Procedural	Meeting adjourned.