

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)

Meeting Date:	Tuesday, January 25, 2022
Meeting Start/EndTime:	6:00 P.M. to 8:00 P.M.
Meeting Location:	WSHS Multipurpose Room (Board Meeting room)
Membership List:	<u>DEI Membership</u>
Members Present:	Dr. Annette Freiheit, Karl Sonneman, Steve Schild, Dr. Sarah Knudsen, Heather Fitzloff, Ella Skranka, Ruby Hetzel, Sharron Coleman, Kelly Fluharty, Marci Hitz, Heidi Monson, Theresa Rusert, Chong Sher Vang
Other Attendees:	Alexandra Retter-Winona Post
Members Absent:	Stephanie Smith, Jake Griggs, Meigan 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>(Minutes)</u>	<u>Discussion/Action:</u>
Call to Order	Procedural (5 minutes)	Karl Sonneman opened the meeting at 6:00 P.M. Agenda Review
DEI December 14 Minutes	Procedural - review (5 minutes)	<u>DEI December 14, 2021 Agenda with Notes</u> Approved with one revision - spell out WBWF
Committee Collective Commitments	Procedural - Approve (5 minutes)	Develop Commitments - At the 12/14/21 meeting, the following ideas were stated: 1. Raise hand for turn to speak. 2. Be comfortable with discomfort. 3. Receive the experiences of others and believe that it is true for them. 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) 6. Be specific in what you are speaking about in terms of identity, difference, and other terms/concepts; ask for clarification if you need it. (added 1/25/22) Group consensus accepted commitments.
DEI School Board Committee - Final Draft	Procedural - Approve (30 minutes)	<u>DEI Committee Guidelines and Procedures</u> - Discussion of proposed guidelines and procedures. Members are to review these prior to our next meeting. Continue working on them at our next meeting. The following were identified as the 12/14/21 meeting to be addressed: a. Membership of Community members b. Membership selection process Committee worked on revisions. We will need to bring forward the February 22

		meeting.
2022 DEI Meeting Dates	Procedural - Approve (5 minutes)	4th Tuesday each month, 6:00 to 8:00 P.M. (based on current draft of Committee Guidelines and Procedures and subject to change) • February 22, 2022 • March 29, 2022 • April 26, 2022 • May 24, 2022 Group consensus accepted these dates.
Future Agenda Items	Information (10 minutes)	February 22 and Future Agenda Items: • Committee Goals • Explore data around equity - disaggregated data (discipline) • Parent concerns • Process for reporting racism in schools and committee's role within the process if they should • Develop common shared language • Develop an understanding of equity with the committee • Membership openings for next school year • Actual actions we can take into the school buildings from the committee • Action plan with our committee goals • Current equity work that is being done within the district • Quantitative and Qualitative data and action plans based on the data and aligned with our goals • What is going on in the schools and what is problematic • Define equity within broad terms • Ideas that community members have to help schools engage and partner with families • Strategic planning process including our diverse populations • Define equity and what does it mean within Winona Area Public Schools • Discuss racial climate within the Winona Area Public Schools
Adjournment	Procedural (2 minutes)	Assignment: Dr. Freiheit will create a google form for members to submit definitions of equity, diversity and inclusivity. Director Sonneman adjourned the meeting at 7:51 P.M.