

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)

Meeting Date:	Tuesday, March 29, 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, Stephanie Smith, Dr. Steve Schild, Heather Fitzloff, Ruby Hetzel, Heidi Monson, Theresa Rusert, Jake Griggs, Meigen Bausman, Kelly Fluharty, Chong Sher Wong, Dr. Sarah Knudsen, Tina Roloff
Other Attendees:	Alexandra Retter-Winona Post
Members Absent:	Marci Hitz, Ella Skranka, Sharron Coleman



<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

Committee Collective Commitments:

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

<u>Agenda Item:</u>	<u>Type:</u> • Procedural, • Information, • Recommendation <u>(Minutes)</u>	<u>Discussion/Action:</u>
Call to Order	Procedural (5 minutes)	Called to order at 6:02 P.M. by Karl Sonneman.
DEI January 25 Minutes	Procedural - review (5 minutes)	DEI January 25, 2022 Agenda with Minutes Approved with no revisions.
DEI School Board Committee - Final Draft with 1/25/22 revisions	Procedural - Approve (10 minutes)	DEI School Board Committee Guidelines Final Draft 3-29-2022 Recommended to the School Board for approval (briefing-April 7 and approval-April 21).
Defining Diversity, Equity and Inclusivity	Information Procedural (25 minutes)	DEI Committee Member Survey Responses Feb 2022 Discussion.
Updates	Information (15 minutes)	1. District Strategic Planning Process a. District Webpage - information 2. Board Operations Committee request for development of a school board policy addressing diversity, equity and inclusivity
Future Agenda Items	Information (8 minutes)	April Meeting Agenda Items: 1. Small group work time to review sample board policies for DEI. 2. Review strategic planning process and provide feedback on focus areas.

		Committee Meeting Dates
Adjournment	Procedural (2 minutes)	Adjourned at 8:04 PM

Reference:

Future Agenda Items (highlighted items are an agenda item for 2/22/22):

- 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