

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)

Meeting Date:	Tuesday, May 24, 2022
Meeting Start/EndTime:	6:00 P.M. to 8:00 P.M.
Meeting Location:	WSHS Multipurpose Room (Board Meeting room)
Membership List:	DEI Membership
Members Present:	Dr. Annette Freiheit, Karl Sonneman, Steve Schild, Stephanie Smith, Heather Fitzloff, Heidi Monson, Marci Hitz, Chong Sher Vang, Theresa Rusert, Meigan Bausman, Dr. Sarah Knudsen, Ruby Hetzel
Members Absent:	Kelly Fluharty, Tina Roloff, Jake Griggs, 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 by Chair Smith at 6:02 P.M. Review Collective Commitments stated above. Committee Guidelines
DEI April 26 Minutes	Procedural - review (5 minutes)	DEI April 26, 2022 Agenda No meeting minutes due to lack of quorum.
Public Comment	Procedural	Three (3) people made public comments.
DEI Chairperson Change	Information (5 minutes)	The WAPS School Board approved Stephanie Smith as DEI Committee Chair replacing Karl Sonneman at the May 19th School Board meeting.
DEI Board Policy draft work	Information (45 minutes)	Whole group discussion. Resources: 1. DEI Committee Member Survey Responses Feb 2022 2. Rochester Equity Policy 3. Red Wing Inclusivity Policy 4. Fridley Equity and Inclusion Policy 5. Owatonna Equity and Diversity Policy Whole group discussion providing feedback on all four sample policies. Committee recommended creating a work group to develop a working draft policy. Members will be Marci Hitz, Theresa Rusert, Heidi Monson, Stephanie Smith, and Dr. Annette Freiheit (ex-officio). The first meeting of the work group

		will be June 14th, 6:00 P.M. in the District Office Conference Room.
Strategic Planning Process Update	Information (10 minutes)	Committee did not get to this agenda item.
Future Agenda Items	Information (8 minutes)	Committee set three dates for summer meetings: June 28, July 26, and August 23; 6 to 8 PM. in the WSHS Multipurpose Room. Committee Meeting Dates
Adjournment	Procedural (2 minutes)	Adjourned at 8:04 P.M.