

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)

Meeting Date:	Tuesday, October 25, 2022
Meeting Start/EndTime:	6:00 P.M. to 8:00 P.M.
Meeting Location:	WSHS Multipurpose Room (Board Meeting room)
Membership List:	DEI Committee Members & Terms
Members Present:	Kelly Fluharty, Jake Griggs, Heidi Monson, Theresa Rusert, Adele Jacobsen, Rose Carr, Heather Fitzloff, Tina Roloff, Kristie O'Brien, Dr. Annette Freiheit, Karl Sonneman, Steve Schild, Stephanie Smith
Other Attendees:	Alexandra Retter-Winona Post
Members Absent:	Chong Sher Vang, Marci Hitz, Dr. Sarah Knudsen,



<i>Our Vision:</i> A safe and inclusive community of compassionate, curious and resilient lifelong learners..	<i>Our Mission:</i> Inspire, curiosity, empower resilience, engage community.
<i>District Belief Statements:</i> • We believe that public schools should serve and engage students, families, staff and the community. • We believe learning and teaching is maximized in a safe, respectful and inclusive environment. • We believe every individual's diversity and experience is valued. • We believe healthy relationships are crucial for the success of our schools. • We believe that every student can achieve to the best of their ability. • We believe all decisions should be focused on students and their success.	<i>Core Values:</i> • Safety: Everyone's physical and emotional well-being is a priority. • Integrity: Everyone does the right thing and makes positive choices, even if it is difficult. • Inclusivity: Everyone belongs, is valued and is heard. • Equity: Everyone has the opportunities, access, information and support provided in the individual way they need it. • Respect: Everyone's differences are recognized, acknowledged and celebrated.

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	Called to order by Stephanie Smith at 6:01 P.M. Review 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. Committee Guidelines
Public Comment	Information	Individuals interested in addressing the DEI School Board committee are allowed up to 3 minutes for their public comments. The following speech will not be allowed: slander, defamation, profanity, personal attacks, or revelations of private data.
DEI Minutes	Procedural - recommendation	DEI June 28, 2022 Agenda with Minutes DEI July 26, 2022 Agenda - NO MINUTES DUE TO MEETING CANCELED - LACK OF QUORUM DEI August 23, 2022 Agenda with Minutes DEI September 27, 2022 Agenda - NO MINUTES DUE TO MEETING CANCELED - LACK OF QUORUM
DEI Board Policy	Information	Whole group discussion.

draft work		1. Working WAPS Draft Policy - Combined working draft for committee work for this meeting (a paper copy will be provided at the meeting) Resources: 2. Fridley Equity and Inclusion Policy 3. Rochester Equity Policy Referred to the District School Board Operations Committee for creating the final draft for review by the DEI committee at their November meeting.
Special Education	Information	Dr. Sarah Knudsen, Director of Special Education 1. Current State Review - citation for disparities in disciplinary action related to race 2. Actions being taken to address the areas for improvement Moved to November DEI Meeting.
Strategic Plan 2022-2027	Information	Dr. Annette Freiheit Winona Area Public Schools Strategic Plan 2022-2027 (a paper copy will be provided at the meeting)
Committee Guidelines Revisions	Information	DEI School Board Committee Guidelines - Approved by School Board on 10-6-2022 Reviewed Guidelines.
Membership	Information	DEI Committee Members & Terms - Approved by School Board on 10-6-2022 Discussed strategies for advertising for open positions.
2022-2023 Meeting Dates	Information	2022-2023 Committee Meeting Dates - Approved by School Board on 10-6-2022 Reviewed meeting dates.
Group Discussion	Information (if time allows)	Discussion occurred.
Future Agenda Items	Information	Next Meeting: November 22, 2022, 6:00 to 8:00 P.M. 1. Special Education Report - Dr. Sarah Knudsen 2. 2021-2022 World's Best Workforce Report and 2022-2023 Plan - Kristie O'Brien Future Meeting: 1. Building Instructional Leadership Team Goals and Updates
Adjournment	Procedural	Adjourned at 7:58 P.M.