

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)

Meeting Date:	Tuesday, August 23, 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, Stephanie Smith, Steve Schild, Dr. Sarah Knudsen, Heather Fitzloff, Kelly Fluharty, Marci Hitz, Heidi Monson, Chong Sher Vang, Jake Griggs, Theresa Rusert, Tina Roloff
Other Attendees:	Winona Post - Cesar Salazar
Members Absent:	Ruby Hetzel, Karl Sonneman



<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	Called to order by Stephanie Smith at 6:00 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	No public comment.
DEI Minutes	Procedural - review	DEI June 28, 2022 Agenda with Minutes DEI July 26, 2022 Agenda - NO MINUTES DUE TO MEETING CANCELED - LACK OF QUORUM
DEI Board Policy draft work	Information	Whole group discussion. Resources: 1. Fridley Equity and Inclusion Policy a. Working Draft - review and highlight language that represents WAPS 2. Rochester Equity Policy a. Working Draft - review and highlight language that represents WAPS 3. The Board Operations committee will merge the two working drafts for a WAPS draft policy that they will return to the DEI committee to review. Discussion of two sample policies.

Group Discussion	Information (if time allows)	No group discussion.
Future Agenda Items	Information	Next Meeting: September 27, 2022, 6:00 to 8:00 P.M. 1. Membership recruitment 2. Membership length of term assignments 3. Quorum requirement
Adjournment	Procedural	Adjourned at 7:58 P.M.