

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)

Meeting Date:	Tuesday, February 28, 2023
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:	Kelly Fluharty, Jake Griggs, Stephanie Kraus, Heidi Monson, Diptanshu Roka, Dr. Sarah Knudsen, Heather Fitzloff, Tina Roloff, Kristie O'Brien, Dr. Annette Freiheit, Karl Sonneman, Pete Watkins, Stephanie Smith, Rose Carr, Theresa Rusert
Members Absent:	Marci Hitz, Mariyah Rumpca-Veronese, Adele Jacobsen, Chong Sher Vang
Other Attendees:	Alexandra Retter - Winona Post



<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.

<u>Agenda Item:</u>	<u>Type:</u> • Procedural, • Information, • Recommendation (Minutes)	<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	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 Committee Meeting Minutes	Procedural-recommendation	DEI January 24, 2023 Agenda with Minutes No changes.
DEI Board Policy Update	Information	Dr. Annette Freiheit and Kristie O'Brien WAPS Board Policy 110 Diversity, Equity, and Inclusion Policy (Final Draft for DEI 2-28-2023) Discussion. Committee recommended the following action in working with this policy: 1. Engage with a 3rd party to review policy and provide feedback to the DEI committee. 2. Bring the 3rd party review/feedback to the DEI committee on March 28th for the committee to process and make revisions. 3. The revised policy from DEI would be shared with Board Operations in April. 4. Then sent to the school board for first reading in May and approval in June.
Handbook Introduction	Information	Kristie O'Brien and Mitch Demers BP 506 Student Discipline (Draft) WAPS Community: Rights, Responsibilities, and Resources Handbook Mitch Demers (School Climate and Restorative Practices Coordinator for WAPS) presented the process that was used to develop and review the handbook. Small group work time.

Group Discussion	Information (if time allows)	Discussion occurred.
Future Agenda Items	Information	Next Meeting: March 28, 2023, 6:00 to 8:00 P.M. 1. Continue review of WAPS Community: Rights, Responsibilities and Resources Handbook. 2. Discussion on public comment format and group discussion time including the opportunity for responding to public comment from the previous meeting.
Adjournment	Procedural	Adjourned at 8:03 P.M.