

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)

Meeting Date:	Tuesday, June 27, 2023
Meeting Start/EndTime:	6:00 P.M. to 7:30 P.M.
Meeting Location:	WSHS Multipurpose Room (Board Meeting room)
Membership List:	DEI Membership
Members Present:	
Members Absent:	
Other Attendees:	



Our Vision: A safe and inclusive community of compassionate, curious and resilient lifelong learners..	Our Mission: Inspire, curiosity, empower resilience, engage community.
District Belief Statements: • 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.	Core Values: • 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>	<u>Dialogue/Action:</u>
Call to Order	Procedural	Called to order by Stephanie Smith at _____ 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.
WAPS' responses to public comment	Information	Responses to the comments from the 5/23/23 DEI meeting: 1. Racial Equity Professional Development (PD): ● MTSS and WBWF ○ MTSS: Achievement and well-being for all students (academic and positive climate instruction) ○ Finve (5) Goals: All ready for school, all reading by Grade 3, eliminating opportunity and achievement gaps and barriers, career and college ready, graduation. ● February 20th PD day (2022-2023 school year): ○ Implementing MTSS (Equity) ○ Specific breakout sessions offered that day: ■ Native American Content Standards across the curriculum

		■ Minnesota Native American Culture and History ○ Funded through District Staff Development funds ● September 29th PD day (2023-2024 school year) ○ Catalyst approach training for all faculty: Catalyst helps clients promote safe, supportive, inclusive, and equitable school cultures through practical training and coaching to accelerate implementation. ○ Funded through District Staff Development Funds and Title II Federal Grant Funds ● February 19th PD day (2023-2024 school year) ○ Culturally responsive education and equity PD for all faculty and staff ○ Funded through District Staff Development Funds ● District Staff development Advisory Committee and Building Staff Committees committed to planning and implementing professional development through the Learning Forward Standards for Professional Learning. PELSB standards for professional practices are written through an equity lens. 2. Director of Equity position: The district has not determined if this is a position it will have in the district at this time. 3. DEI Committee Application Process as compared to other committees: ● On May 18th the school board approved a community member for the Continuing Education Committee. This committee's purpose is to review applications for clock hours for teacher licensure renewal. The opening was posted for community members and they must submit a letter of interest to the committee. The selection is completed by the committee members. This committee is statutorily required and follows procedures established by law and PELSB (Professional Educator Licensing and Standards Board). ● The Curriculum Advisory Committee (CAC) has blind application process and does not need new members at the moment. In the last application process, there were 8 applicants for 2 positions and CAC members did a blind review of the applications and selected two. ● The two committees mentioned in the previous two bullets are district administration committees and DEI is a school board committee. ● DEI applications status update: ○ This year: 2 applications. 2 invitations. One new member. One no response. ○ It is suggested to have the committee review & revise the application process at a near future DEI committee meeting and to make a recommendation to the full school board. 4. Reporting incidents of racial harassment:
--	--	--

		• WAPS will share district anonymous incident reporting form from website • Any form (verbal, email, reporting form, etc.) we receive complaints in must be investigated. • Data practices and laws guide reports of incidents at school to be directed to school personnel for investigation. Community members do not have legal rights or access to this information. • Board Policies 103, 413, 506, 514, 521, 522, and 526 outline reporting procedures also.
Group Dialogue	Information	Group Dialogue
DEI Committee Meeting Minutes	Procedural-Recommendation	DEI May 23, 2023 Agenda with Minutes
DEI policy community input process	Planning	Continue developing plans for the process for community input on the proposed DEI policy during the 2023-2024 school year. We will work in the same small groups from 5/23/2023. The following items need to be determined: 1. Stakeholder groups, locations, dates and facilitators 2. Process to use 3. Questions that will be used for every group 4. Promotion/communication strategies for community input meetings Resources for planning: • Summary: DEI Policy development Planning activity (5.23.23 meeting) • PPT of planning activity for June 27 • Chart paper templates & Post-its for voting
Future Agenda Items	Information	Next Meeting is scheduled for July 25, 6:00 P.M.: 1.
Adjournment	Procedural	Adjourned at ____ P.M.