

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, September 26, 2023
Meeting Time:	6:00 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	DEI Membership
Members Present:	Marci Hitz, Stephanie Kraus, Theresa Rusert, Heidi Monson, Kelly Fluharty, Adele Jacobsen, Kristie O'Brien, Luke Madsen, Wendy Harward, Brad Berzinski, Pete Watkins, Diptanshu Roka, Stephanie Smith, Mariyah Rumpca-Veronese, Tina Roloff, Rose Carr, Michael Hanratty
Members Absent:	
Other Attendees:	

<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, • Brainstorm, • Recommendation <u>(Minutes)</u>	<u>Discussion/Action:</u>
Call to Order	Procedural	Called to order by ____ 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
Introduction of new chairperson	Information	Introduction of new committee chairperson Michael Hanratty
Assign notetaker	Procedural	As determined at August 22 meeting, group to assign a notetaker for the meeting. Meeting notes can be taken directly on electronic meeting agenda.
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 8/22/23 DEI meeting: 1. Question raised about committee members being given school district issued email address. a. Current practice aligns with other school district committees and aligns with best practice in cybersecurity. 2. Concern with delayed response to public comment. a. Standard practice on boards and committees is to offer no response to public comment. This committee has utilized written response the month following public comment and has utilized a group discussion time immediately following public comment. The committee could consider a change in practice 3. Still open committee seats. What is the process for approval of new committee members? a. The committee application is available in physical form in the district office and available as an electronic form on the district website. b. When an application is received, personally identifiable information is removed, and then the application is passed along to members of the school board that serve on the DEI committee to review, before a recommendation would be made to the full school board. 4. Who writes the public comment response? a. The public comment response has been written by school district leaders. 5. What measures can be used to measure PD effectiveness? How does WAPS know the experience of BIPOC members of the school district are represented in the survey efforts for PD? a. Survey data is collected following professional development sessions. The surveys are anonymous but demographic information is collected.
Group Discussion	Information	
DEI Committee Meeting Minutes	Procedural-recommendation	DEI August 22, 2023 Agenda with Minutes
DEI policy community listening		Continue developing plans for the process for community input on the proposed DEI policy during the 2023-2024 school year.

session planning		1. Engage Winona was contacted as a potential facilitator. They declined to submit a proposal. 2. Consider alternate options for facilitation partners a. Initial inquiry was sent to Marnita's Table to gauge interest i. Considerable information provided. Typically their work is much more involved than "listening sessions". b. Conversation was had earlier in September with Project Fine c. Other options to consider? 3. Adjustment to timeline of listening sessions will be necessary a. First, need a committed partner and then will need to secure/approve funding to support the listening sessions
Future Agenda Items	Information	Next Meeting: 1. October 24, 2023
Adjournment	Procedural	Adjourned at ___P.M.