

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, January 23, 2024
Meeting Time:	6:00 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Heidi Monson, Maurella Cunningham, Brad Berzinski, Michael Hanratty, Luke Madsen, Pete Watkins, Kelly Fluharty, Adele Jacobsen, Wendy Harward, Stephanie Smith
Members Absent:	Rose Carr, Tina Roloff, Stephanie Kraus, Mariyah Rumpca-Veronese, Tre Rusert, Marci Hitz, Diptanshu Roka
Other Attendees:	Alexandra Retter

<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 Michael Hanratty at 6:01 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
Assign notetaker	Procedural	Brad Berzinski assigned at previous meeting.
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. No public comment
WAPS' responses to public comment	Information	No public comment at 12/19/2023 DEI meeting

Group Discussion	Information	1. Concern raised that community organization felt that they were left out of planning conversations regarding partnership between WAPS and WSU 2. Questions raised about how district recognizes various people and celebrations throughout the year (ex: Black History Month). Community members that would be willing to support. 3. ROAR partnering with Winona Public Library on Banned Book series. Strong participation last month. <i>The Black Friend</i> is the next book in the series (Feb. 8). 4. ROAR event hosted at Winona Historical Society on Saturday Jan. 27
DEI Committee Meeting Minutes	Procedural-Recommendation	DEI December 19 Agenda with Minutes
Policy 110 and Equity Plan Feedback Review	Discussion	Policy 110 (Diversity, Equity, and Inclusion) has gone through the initial steps of policy review at the Board Operations Committee and was presented as a briefing item to the full school board. An initial draft of the WAPS Equity plan was also presented as a briefing item to the full school board. 1. Concern noted with referencing other school district's policies. No control over if/when those policies are updated. a. Proposal to timestamp the date of when those policies were referenced or remove those references. b. Could these policies be noted as source citations? c. Move to Board Operations as a next step 2. Equity Plan: After final approval of policy, work will resume with the district administrative team to identify specific action steps under each goal area and will be brought back to DEI Committee for feedback.
Review of RIOS Program Demographics	Discussion	The demographics information of our RIOS dual-language program will be shared at our next school board meeting. We'd like the DEI Committee to have an opportunity to view this data first and make any recommendations in terms of the students that are being served in this program. RIOS Demographics 1. Noted limitation of SPED support services that have been offered to families in the past a. Dir. Harward noted steps taken to offer more robust assessment and intervention tools that the district can provide

		b. Discussion of challenge of hiring dual-language SPED teachers and intentional efforts that could be made to recruit 2. Barriers with families understanding that transportation is available district-wide 3. Barrier from parent's perspective that they'll be unable to support their student with homework because they don't speak Spanish 4. Is there value in having a RIOS classroom in multiple schools? 5. Is RIOS noted in pre-school and early childhood literature that goes to families? 6. Efforts by the district to go to neighborhoods within the district to intentionally promote RIOS. Herky Bus as a tool to use in the spring months. 7. Is the lottery system an equitable strategy to select students? 8. Still room for improvement with notifying parents about this opportunity. 9. Role of SLIPA as a parent recruitment strategy? 10. IMPACT Center as a potential location for intentional marketing
MDE Restorative Practices	Discussion	MDE is offering restorative practices overview sessions at various dates from March through June. 1. Noted previous attempts by the district to get ball rolling with restorative practices but formal practices haven't been well-established 2. Principals noted that restorative practices are in place in small ways but room for growth in building formal structures 3. Importance of building administrators being included in initial training.
February Meeting Date	Decision	The February DEI meeting had been scheduled for Feb. 27. However, that is the date of the MN Precinct Caucus and public meetings cannot be held after 6pm. The committee has three options to consider: 1. Reschedule meeting to another date 2. Maintain the same date but move the meeting to an earlier start time and end by 6pm 3. Cancel the February meeting and resume work in March
Assign future notetaker	Procedural	Assign notetaker for next meeting: Luke Madsen
Future Agenda Items	Information	Next Meeting: 1. Feb. 27, 5:00pm-6:00pm Future Items: 1. Review committee guidelines (public comment, quorum, etc.)

		2. Refreshed recruitment efforts a. Reach out to higher ed partners and actively recruit student members b. Mr. Madsen noted early partnership efforts at WSU 3. Equity plan 4. Data review 5. MSHSL efforts to address fan behavior 6. Athletic fee policies, fundraising policies 7. School-based health clinics update from Winona Health and WAPS staff 8. Community collaborations review
Adjournment	Procedural	Adjourned at 7:41pm