

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, June 25, 2024
Meeting Time:	6:00 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Marci Hitz, Maurella Cunningham, Heidi Monson, Kelly Fluharty, Michael Hanratty, Wendy Harward, Stephanie Smith, Brad Berzinski
Members Absent:	Pete Watkins, Luke Madsen, Mariyah Rumpca-Veronese, Adele Jacobsen
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 Michael Hanratty at 6:01PM 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.

DEI Committee Meeting Minutes	Procedural-Recommendation	DEI May 28 Agenda with Minutes
Data Review	Information	2023 Graduation Data Review 1. Brad Berzinski provided an overview of recent graduation data for WAPS as a whole for the graduating class of 2023. Trend data for WSHS graduates was presented for the last five years. State-wide definitions of on-time graduation and state-wide graduation rates were presented for context and comparison. 2. Discussion regarding continued need for student support structures and the challenges of meeting student and family needs with limited resources. Noted the value of community resources and how the school district can better utilize other supports that exist within the Winona community. 3. Questions posed about supports offered to students that do not achieve on-time graduation. 4. School based clinics were noted as a tool to support students being present in school
Equity Plan Update	Information	1. Goal 1 (data focus): a. Continue to share and analyze data on a regular basis with district leaders and DEI committee 2. Goal 2 (professional development focus) a. Continued development of 3-year professional development plan, incorporating components of DEI work in that plan b. Two WAPS administrators will be starting in the Institute for Courageous Leadership cohort in the fall 3. Goal 3 (HR focus) a. WAPS Grow Your Own grant to be under leadership of new HR Director, Dawn Lueck 4. Goal 4 (Student voice focus) a. Continuation of work at the high school level as we move to the 2024-25 school year b. What do opportunities look like at other school levels? i. Dr. Cunningham noted other school districts that have high school students mentoring younger students 5. Goal 5 (Community focus) a. Tabling opportunities at Engage Winona sponsored “Leadership is for Everyone” block parties i. Wed July 31, 5-7pm, Maplewood Townhomes ii. Wed Aug 28, 5-7pm, East End Rec

		iii. Fri Oct 4, 5-7pm, Peter's Biergarten
Review Committee Guidelines	Discussion	Current Committee Guidelines Proposed Committee Guidelines 1. Committee guideline updates will be tabled for now but will return to this conversation in the fall. 2. Noted need to recruit new student membership with both student members graduating.
Assign future notetaker	Procedural	TBD at start of next meeting
Future Agenda Items (including items from public comment)	Information	Next Meeting: 1. September 24, 2024 2. Kelly noted the need for a concise description of what the role of a committee member looks like. Create a brief description of the role of each of our vacant committee spots. Have applications available plus QR code to online applications?
Adjournment	Procedural	Adjourned at 7:04pm