

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, Sept. 24, 2024
Meeting Time:	6:00 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Michael Hanratty, Maurella Cunningham, Craig Putz, Kelly Fluharty, Heidi Monson Dawn Lueck, Brad Berzinski
Members Absent:	
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, • Discussion, • Recommendation <u>(Minutes)</u>	<u>Discussion/Action:</u>
Call to Order	Procedural	Called to order by Michael Hanratty at 6:05PM 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
Welcome New Committee Members	Information	1. New community member 2. Administrative representation on a rotating basis 3. Outreach to staff and students for all committee vacancies

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	June 25, 2024 Meeting Minutes
Data Review	Information	1. Grow Your Own Grant presented by Dawn Lueck, Director of Human Resources a. \$366k available in order to support growth of educator workforce, especially focused on increasing the diversity of educators in our school district b. Funding can be used for a range of needs including tuition support c. Funds available to host events to advertise this opportunity d. Promote opportunity to current high school students as a way to build a pipeline of prospective educators e. How to best market this opportunity to BIPOC community members? f. Discussion of Career & Technical Education teacher prep programs 2. Teacher Development & Evaluation a. New requirement for culturally responsive practices to be embedded in teacher evaluation structure starting in 2025-26 b. A number of WAPS staff will be attending a webinar sponsored by MDE regarding culturally responsive rubric alignment
2024-25 Focus Areas	Discussion	1. Potential action-oriented focus areas for the DEI Committee during the 2024-25 school year a. Equity Plan for reference b. Action oriented equity plan for the school district with a multi-year view c. Establish land-acknowledgement statement i. Noted that AIPAC does have an existing land-acknowledgement d. Possibility of moving DEI from board committee back to an administrative committee i. What are the benefits & drawbacks to a board committee versus an administrative committee? ii. Past concerns when DEI was transitioned to board committee was that items didn't make it to the school board e. Seek outside support for the school district to further develop actionable steps within equity plan

Assign future notetaker	Procedural	1. Kelly Fluharty assigned
Future Agenda Items (including items from public comment)	Information	Next Meeting: 1. October 22, 2024, 6pm
Adjournment	Procedural	Adjourned at 7:36pm