Diversity, Equity and Inclusivity Committee Meeting

WAPS Webpage for the DEI Committee

Meeting Date:	**Tuesday, February 27, 2024**
Meeting Time:	**5:00 P.M.**
Meeting Location:	**WSHS Learning Commons**
Membership List:	DEI Membership
Members Present:	Kelly Fluharty, Marci Hitz, Maurella Cunningham, Heidi Monson, Michael Hanratty, Wendy Harward, Luke Madsen, Brad Berzinski
Members Absent:	Adele Jacobsen, Stephanie Smith, Pete Watkins, Mariyah Rumpca-Veronese
Other Attendees:	Daniel Poehler

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

Agenda Item:	**Type:** ● Procedural, ● Information, ● Brainstorm, ● Recommendation **(Minutes)**	**Discussion/Action:**
Call to Order	Procedural	Called to order by Michael Hanratty at 5:02pm . 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	Luke Madsen 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. Daniel Poehler of Minnesota City ● Very excited to see the work by this committee. ● Want to make comment about getting buy-in, teachers and staff around this policy. Students look to them to see if there is a disconnect between the policy and the implementation. Have not seen teachers and administrators being hands on in this

		area. Hoping that this committee will provide funding and guidance around diversity and inclusivity. Was reported to speaker that students said that teachers did not show true support of Black History Month.
WAPS' responses to public comment	Information	No public comment at 1/23/2024 DEI meeting
DEI Committee Meeting Minutes	Procedural-Recommendation	DEI January 23 Agenda with Minutes
Policy 110 Update	Information	B. Berzinski reported that the Board approved the policy as submitted at last Board meeting. What are the next steps (action steps/implementation). Looking at the 5 goal areas, having administrators identify these 5 areas and seeing what we can focus on. At this point, the district has many initiatives it is working on right now, we will be taking a deeper look at Policy 110 soon. M. Hanratty asked about getting "staff buy-in" M. Hanratty indicated that we need to collect consistent data and look at it critically. He gave the example that 6th grade house model presented data at last board meeting, can we get something like this for this committee? K. Fluharty shared the importance of messaging the specifics of this policy out and building skills. H. Monson discussed that she understands that the district has a lot of big issues going on, but doesn't want this to get left behind. M. Hitz shared that she hopes that, while she understands the importance of this policy being implemented organically, she is hopeful that admin will show that they think it is important. M. Hanratty-how can the district provide meaningful and differentiated PD for all staff M. Cunningham - The district needs to be intentional about implementing this policy. It will not happen organically. Intentional actions need to happen and money committed to it. Teachers don't want to have something new (PBIS was something that people didn't want...now it is happening at a high level) M. Hanratty inquired about messaging of this M. Cunningham said that only one teacher showed up to Black History Month presentation and there was no discussion in class around the presentation. Very sad and disappointing. Hope that there is still time for money to be set aside in the budget. Hoping more money can be allocated.

		M. Hanratty - with the budget constraints we are facing, it is hard to know how much to budget. How much are we needing? M. Cunningham - shared that, in the past, there was a group willing to do the work of creating PD for $41K over a three year time span. M. Hanratty - The problem with that is around the amount of money that is committed to the READ Act and the PD required to implement W Harward - shared the specifics of the READAct Discussion around how much money is in staff development fund. B. Berzinski - discussed how Staff Development funds are received and allocated K Fluharty - Equity language all over the strategic plan. B. Berzinski - we have the 5 areas identified, and now we need to be strategic around what we are doing and where we are going M. Hanratty - How can we provide grace to admin, and ask that they bring forward an action plan over the next few months M. Hitz - What would be a reasonable expectation B. Berzinski - Create an actionable step under each of the 5 identified areas M. Hanratty - Does the admin team need help from outside source to do the work? M. Cunningham - Can we ask administrators what their background/qualifications are for doing this work? M. Hanratty - hopeful that the admin team will bring forth good next steps. Let's give them a chance to bring this forth and then move forward from there. K Fluharty - building capacity within the staff is so important...if you don't have that, difficult to sustain
Updates from WSHS	Information	L. Madsen gave updates on recent activities including a presentation related to Black History Month and a new partnership with Winona State that is pairing WSU student leaders with WSHS students.
Review of Current Membership	Discussion	DEI Membership
Review Committee Guidelines	Discussion	Committee Guidelines What changes would be acceptable to the committee? Feel much more comfortable with this group as a whole

		Do we need to have Robert's Rules as part of this committee 3 School board members will take a look this and see if they have any input into changes
Assign future notetaker	Procedural	Assign notetaker for next meeting:
Future Agenda Items	Information	Next Meeting: 1. Mar. 26, 6:00pm
Adjournment	Procedural	Adjourned at 5:57pm