

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, Oct. 22, 2024
Meeting Time:	6:00 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Michael Hanratty, Pete Watkins, Maurella Cunningham, Kelly Fluharty, Heidi Monson, Dave Anderson, Brad Berzinski, Theora Gilliam
Members Absent:	Craig Putz
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 6:02PM 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	Kelly Fluharty 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	Sept. 22 2024 Meeting Minutes
Misato Exchange Highlights	Information	Presented by Kelly Fluharty & Supt. Berzinski Supt. Berzinski shared highlights from the cultural exchange with students and chaperones from Winona sister city, Misato, Japan.
Data Review	Information	Winona Middle School AVID presented by Dave Anderson Mr. Anderson shared the highlights of AVID structure and program. Students 7th - 12th enter the program via teacher recommendation and student application. It is designed to specifically support students to prepare for college and careers. First generation college students and other students that may have lower resources are the primary audience for the program. Readiness for college and careers is developed via "WICOR" framework. Goal to have all WMS staff by 2025-26 school year (current state: 25/50 staff) Mrs. Monson: Can students apply any year? Mr. Anderson said that they can apply any time, and he frequently sees students stick with it for years. Middle school participation prepares students for success in High School. Mr. Anderson also added that this year there is finally a modest budget to continue to support the integration and sustainability of the program. Budget allocation at school level. Supt. added that the lack of technical education at WMS is a major district gap. High School students also have the option to take PSEO classes at SE Tech. Tracking over time has been a challenge as the District is not always aware of colleges or careers that students pursue after graduation. Dr. Cunningham asked if there are any studies of AVID vs. non-AVID student success. Mr. Anderson indicated that this has not happened yet. Dr. Cunningham offered other ideas for how success might be measured, i.e. organization skills. Dr. Cunningham also offered some ideas to reduce busing costs, and instead invite colleges here. Mr. Anderson was uncertain if this was possible for universities.

		Mr. Hannratty asked how WAPS is ensuring equity in participation if we aren't tracking the specifics of the needs. Mr. Anderson responded that the teachers are very involved with the details of student needs and life and proactively refer. Mr. Hanratty also asked if there is any bias training for teachers in AVID. Dr. Cunningham added that it would be important to understand the student's perspective and whether they felt it was a beneficial experience.
Support for Equity Planning	Information	Outreach has been made through MDE's COMPASS program and we are waiting to be connected to staff that may be able to assist WAPS with future equity planning. Supt. Berzinski: WAPS has been working with consultant/trainer Joe Jezierski, and are seeking recommendations for orgs that could be helpful in developing an equity plan. The District also has a meeting booked with MDE COMPASS representative soon to discuss how they might help with equity planning. Looking forward to a more robust update next meeting. It is unknown if this will have any cost. Goal areas for equity plan: Leveraging Data, Professional Development, Equitable Hiring, Student Voice, Community Engagement
Assign future notetaker	Procedural	Notetaker assignment: Mr. Watkins (pending availability)
Future Agenda Items (including items from public comment)	Information	Next Agenda Items: 1. Update on land acknowledgement 2. Recruitment strategies a. Local colleges b. Non-profits c. Representation from all the schools d. Teacher referrals of parents 3. Teacher development evaluation - to be implemented for 2025-26 school year. Update to be provided closer to implementation date. Next Meeting: 1. December 3, 2024, 6pm
Adjournment	Procedural	Adjourned at 7:10pm