Diversity, Equity and Inclusivity Committee Meeting

WAPS Webpage for the DEI Committee

Meeting Date:	**Tuesday, Jan. 28, 2025**
Meeting Time:	**6:00 P.M.**
Meeting Location:	**WSHS Learning Commons**
Membership List:	DEI Membership
Members Present:	Craig Putz, Heidi Monson, Theora Gilliam, Maurella Cunningham, Linda Soderstrom Karl Sonneman, Brad Berzinski, Emily Cassellius, Nathan Warneke
Members Absent:	Christine Koxlien, Kelly Fluharty, Pete Watkins
Other Attendees:	Alexandra Retter, Janet Hilliker

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, ● Discussion, ● Recommendation **(Minutes)**	**Discussion/Action:**
Call to Order	Procedural	Called to order by Committee Chair Karl Sonneman at 6:00PM . 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
Welcome New Committee Member	Information	Welcome to new committee member Linda Soderstrom
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. Janet Hilliker: Concern with what is happening nationally and wants WAPS to have proactive plan for supporting all students and families

DEI Committee Meeting Minutes	Procedural-Recommendation	Dec. 3 Meeting Minutes
Data Review	Information	1. Emily Cassellius, Goodview Principal, presented on school climate/culture efforts at Goodview Elementary a. PBIS b. Character Counts c. Positive Greeting at the Door d. Morning Meeting 2. Nathan Warneke, WSHS Asst Principal, presented regarding grading reform a. Goal of having grades reflect students' actual learning b. Grading for Equity book as a resource c. Focus on more equitable grades practices that include growth opportunities d. Retake policy e. Schedule change at high school this year f. Piloting credit recovery opportunity at WSHS this spring
Achievement & Integration Plan	Discussion	1. WAPS has the ability to apply for Achievement & Integration for the first time for Fiscal Year 2026 a. Eligibility is based on: Enrollment of protected-class students districtwide is more than 20 percent, compared to the number of protected-class students in one of their adjoining districts. b. Total eligible funding is roughly $250K per year, for a 3 year funding cycle 2. Seeking feedback on potential use of funds a. Potential example strategies from MDE: These strategies may include innovative and integrated pre-k to grade 12 learning environments, family engagement initiatives, professional development, career and college readiness and rigorous coursework, and recruitment and retention of racially diverse staff. i. Potential Priorities 1. Incorporate ALC or other at-risk students into WSHS activities 2. Efforts to increase overall student engagement (music, arts, athletics) 3. Career & Technical Education program expansion. Could students at ALC gain better access to CTE opportunities? 4. How to better engage student voice? Partner with community organizations?

		5. Continued efforts to diversify workforce
Response to current events	Discussion	1. Concern about impact of actions being taken at the national level
Assign future notetaker	Procedural	None assigned
Future Agenda Items (including items from public comment)	Information	Next Meeting: 1. February 25, 6pm Other Discussion Topics: 1. Question on new committee applicants (update given on four new applications) 2. Removing barriers to athletic involvement, removing gate fees 3. Linda noted disproportionate impact on students of color in foster care system 4. National Day for Healing was Jan. 21. ROAR partnered with Winona Public Library. Still opportunities to utilize toolkits that were developed. 5. Follow-up on Courageous Conversations
Adjournment	Procedural	Adjourned at 8:24pm