

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, March 25, 2025
Meeting Time:	6:00 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Kelly Fluharty, Linda Soderstrom, Brad Berzinski, Theora Gilliam, Christine Koxlien, Heidi Monson, Maurella Cunningham, Pete Watkins, Justin Hanson
Members Absent:	Craig Putz, Karl Sonneman
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 at 6:03PM 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
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	Feb. 25 Meeting Minutes

Data Review	Information	Family Engagement, presented by W-K Elementary Principal Justin Hanson -Highlighted positive trends in student attendance and discipline referrals -Partnership with PTA, monthly engagement events -Highlighted communication tools such as family newsletter, positive phone calls/emails, social media, community partnerships -Noted challenges and opportunities for improved family engagement -Review of school goal focused on students, staff, and families feeling safe, seen, informed, and connected -Shared highlights from family survey -How are these efforts sustained? -Noted initial conversation about possibility of shared PTA across all three elementary schools -Noted concern with geographic barrier for families that live close to W-K and now will attend kindergarten in Goodview. New challenges with engaging parents.
Follow-Up on Achievement & Integration funding	Information	1. The WAPS Achievement & Integration plan has been submitted to MDE for approval with the following priorities included: a. Expanded access to Career & Technical Education at WMS and the ALC b. Continued professional development through Courageous Conversations for all staff c. Kindergarten Readiness Camp d. Preschool scholarship funds e. Credit recovery staffing at WSHS f. Additional AVID coordination g. Shared staff with Lewiston-Altura to support Spanish-speaking students and families
Requested agenda items from last meeting	Discussion	1. Committee membership concerns and follow-through a. Noted cumbersome nature of application process b. Process could be streamlined with change in bylaws 2. The impact on students of color in the foster care system a. Minnesota African American Family Preservation and Child Welfare Disproportionality Act (MAAFPCWDA), also known as the Layla Jackson Law, aims to address the disproportionate outcomes for African American and other disproportionately represented families within the child welfare system by establishing requirements for social services agencies and courts to prevent unnecessary removals and promote family reunification 3. Black History Month & Girls and Women in Sports a. Noted that recognition has been inconsistent

Future Agenda Items (including items from public comment)	Information	Next Meeting: 1. April 22, 6pm 2. Potential Topics: a. Survey feedback from Feb. 17 professional development day b. Considerations for Committee: i. Streamlined application process 1. Application form itself is cumbersome 2. Extended timeline from application submission to taking a seat on the committee ii. Revisit chairperson bylaw, does this need to be a board committee? iii. Meeting time could be revisited iv. Is there value in shifting this committee back to an administrative committee as opposed to a school board committee? c. Recommendations for how to recognize and celebrate various groups
Adjournment	Procedural	Adjourned at 7:30PM