

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, April 22, 2025
Meeting Time:	6:00 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Heidi Monson, Maurella Cunningham, Linda Soderstrom, Christine Koxlien, Dawn Lueck, Pete Watkins Brad Berzinski, Karl Sonneman
Members Absent:	Theora Gilliam, Kelly Fluharty, Craig Putz
Other Attendees:	Janet Hilliker, 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 6:02PM 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	Brad Berzinski assigned
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. Linda Soderstrom: Spoke on the topic of housing insecurity and the value of including voices of those with lived experience expertise in community work Janet Hilliker: Spoke in support of work being done with Courageous Conversations

DEI Committee Meeting Minutes	Procedural-Recommendation	1. March 25 Meeting Minutes
Data Review	Information	1. Teacher Development & Evaluation Update from HR Director, Dawn Lueck a. Noted new requirements to include culturally responsive methodologies as a component of TDE b. Details of Danielson model shared, with domains 1 & 3 as early priorities c. Reviewed next steps as the district moves toward implementation in the fall of 2025 d. Opportunities in the future to provide feedback on the rubric that will be developed
Professional Development Survey Data	Information	1. Courageous Conversations Survey Feedback was shared, highlighting overall positive response from staff that participated in Feb. 17 professional development. a. Follow-up training for licensed staff in November, with non-licensed staff beginning the same sequence in August. b. Equity focused professional development noted as a key part of district's strategic plan and of Policy 110.
Policy 522	Discussion	1. Presentation from April 3 School Board Meeting a. Discussion regarding the school board reverting Policy 522 back to previous version due to U.S. District Court ruling b. Larger discussion of current challenges of moving forward with equity focused work
Recommendations for Committee Structure	Discussion	1. The option exists to shift this committee away from a school board committee, and back to an administrative committee. Making that switch would possibly impact some of the specific items listed below. 2. Goal of increasing staff and student involvement on the committee a. Could consider a change to the meeting start time b. Would want to hear from staff and students how the work of this committee could be most positively impact our schools 3. Streamline the committee application process a. Current process can take multiple months to go through various approval steps. Current bylaws would need to be updated if this committee remains as a board committee. 4. Committee discussed the merits of maintaining the DEI committee as a school board committee versus returning to an administrative committee. This topic will be brought back to the agenda for the May meeting.

Assign future notetaker	Procedural	Brad Berzinski assigned
Future Agenda Items	Information	Next Meeting: 1. May 20, 6pm (note that the committee chose to change the date of this meeting from the original date of May 27)
Adjournment	Procedural	Adjourned at 7:55PM