

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, Oct 21, 2025
Meeting Time:	4:00 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Craig Putz, Kelli Gapinski, Kim Allison, Stephanie Kendall, Fabiola Aksoy, Lindalee Soderstrom, Ashiiyah Alexander, Karl Sonnman, Pete Watkins, Brad Berzinski
Members Absent:	Alexa Michaels, Alicia Conley, Jeff Turkowski, Maurella Cunningham, Autumn Wallace
Other Attendees:	

<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 4:01PM 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
Introductions & welcome to new members	Information	
Review established purpose of DEI committee	Information	Committee Purpose: The purpose of the School Board Diversity, Equity and Inclusion committee is to create an educational environment supporting all students, staff, parents, and the community.

		a. The committee will identify opportunities to promote education and enrichment around the diversity of our district and community, as well as equitable and inclusive practices within the district. b. The committee will examine and reflect on the impact of district practices and policies through the lens of diversity, equity, and inclusion. c. The committee will review, develop, and recommend diversity, equity, and inclusion practices for the district.
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.
Recent history of DEI committee Work	Information	1. Data/program review on monthly basis 2. Development of District Policy 110 3. Feedback on Achievement & Integration plan 4. Identification of priority areas: a. Data study b. Professional development c. Staff recruitment d. Student voice/engagement e. Community connection
Committee member priorities	Discussion	1. Each committee member shares ideas on why they want to be part of this committee and what they hope the team can prioritize. a. Safe spaces for all students b. Connecting students to the larger world c. Focus on student wellness, holistic approach, fight the stigma related to being different d. Advocate for students with a range of needs e. Welcoming newcomers to the district and community f. Make being different ok g. Action oriented
Establishing future meeting dates/time	Procedural	1. The committee generally meets once monthly through May. Is that the desired frequency of meetings? a. Particular day of week?

		b. 4pm start time? 2. After discussion, the committee came to consensus on a once monthly meeting through May. The preferred day of the week is the second Tuesday of the month with a 4:30pm start time. Brad will send calendar invites to committee members for the remainder of the school year. Adjustments to meeting dates will be made if calendar conflicts are noted.
Adjournment	Procedural	Adjourned at 5:15PM