

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, Nov 25, 2025
Meeting Time:	4:30 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Craig Putz, Kelli Gapinski, Kim Allison, Stephanie Kendall, Lindalee Soderstrom, Karl Sonneman, Pete Watkins, Brad Berzinski, Maurella Cunningham
Members Absent:	Fabiola Aksoy, Ashiiyah Alexander, Alexa Michaels, Alicia Conley, Jeff Turkowski, Autumn Wallace
Other Attendees:	Penelope Mace, Janet Hilliker

<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 4:35PM 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
Introductions & welcome to members attending their first meeting	Information	
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.

Review of Policy 110	Discussion	1. This policy was initially developed by the DEI committee over the course of several months in 2023 and was adopted by the school board in 2024. The policy is due for review as part of our regular policy review process. Before carrying this policy forward to the Board Operations Committee, I would like review and input from the DEI committee. a. How to communicate policy priorities more clearly to staff? b. Discussion of policy vs procedures c. Opportunity for committee to hear from principals and directors on various school initiatives and programs. Draw connections between these presentations and policy language. d. Provide specific examples of how policy has been put into action.
Committee member priorities from last meeting	Review	1. Each committee member shared 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
Committee Action Ideas	Discussion	1. Ideas shared from student representative: a. Organize training on topics such as unconscious bias, microaggressions, cultural sensitivity, etc. b. Invite speakers to share their experiences and perspectives on DEI topics c. Organize a “culture day” d. Volunteer day: Partner with a non-profit that is focused on DEI goals and help organize student and staff volunteer opportunities e. “Walk in my shoes day”: Pair staff and/or students based on curiosity about each other’s roles and provide shadowing opportunities Student representatives absent. Bring these ideas forward at future committee meeting for additional discussion.
Events/Announcements	Information	1. 2nd annual Polar Plunge was held on Tue. Nov. 18. There were 138 participants and nearly \$22,000 were raised. This event is in partnership with Special Olympics Minnesota to make our schools more inclusive and become a Unified Champion School. The Unified Champion Schools movement is aimed at empowering a generation of student leaders to change their school culture to be more inclusive.

		2. Next committee meeting: Tue Dec. 9, 4:30pm
Adjournment	Procedural	Adjourned at 5:45PM