

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, Dec. 9, 2025
Meeting Time:	4:30 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Kelli Gapinski, Kim Allison, Karl Sonneman, Maurella Cunningham, Fabiola Aksoy, Ashiiyah Alexander, Lindalee Soderstrom
Members Absent:	Stephanie Kendall, Brad Berzinski, Jeff Turkowski, Craig Putz, Pete Watkins, Alexa Michaels, Alicia Conley, Autumn Wallace
Other Attendees:	Wendy Harward, Janet Hilliker (community member)

<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 4:30PM 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	Kelli Gapinski
Welcome to members attending their first meeting	Information	
Meeting Minutes	For Review	Nov. 25 Meeting Minutes

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.
Data Review: CEIS Funding presented by Wendy Harward	Presentation	Coordinated Early Intervening Services: (prevent disproportionate identities EBD of color) • Seek a grant that aligns with early intervention • Equitable opportunities for all students ◦ Sped→IDEA • Part C, Birth-5, • Exists: designed to change systems. Not just services ◦ In the past, we have over identified. • Targeted supports where disproportionality data indicated a need (k-4) ◦ Drive sped numbers down • All staff have received training called Beyond Diversity (courageous conversations) • Strengthens restorative and proactive behaviors systems (PBIS) • Reduces discipline disproportionality • This grant has provided: small group interventions, professional learning, SEL and behavior supports, and data systems (whole child both home and school perspective, time and what is occurring). • WAPS priorities in 25-26: CEIS in k-4 schools, strengthen tier 1 & 2, expand literacy and math interventions, build staff capacity • Showed Universe Design Learning graphic (Google, Read, Write)
Committee Action Ideas	Discussion	1. Ideas shared from student representative: a. Organize training on topics such as unconscious bias, microaggressions, cultural sensitivity, etc. →informing people about microaggressions through a presentation b. Invite speakers to share their experiences and perspectives on DEI topics→ <i>who speaks at Breakfast for Champions?</i> 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→ diverse representation <i>Brainstorming with a friend on what we can do. Get the committee’s opinion and bring it to the group. The first idea feels really needed. Prioritize letter “a” for another meeting-come up with</i>

		<i>at least one idea.</i>
Events/Announcements	Information	1. Next committee meeting: Tue Jan 13, 4:30pm a. Fabiola Aksoy will be the notetaker.
Adjournment	Procedural	Adjourned at 5:45PM