

Diversity, Equity and Inclusivity Committee Meeting

[WAPS Webpage for the DEI Committee](#)



Meeting Date:	Tuesday, Jan 13, 2026
Meeting Time:	4:30 P.M.
Meeting Location:	WSHS Learning Commons
Membership List:	<u>DEI Membership</u>
Members Present:	Kim Allison, Karl Sonneman, Maurella Cunningham, Fabiola Aksoy, Lindalee Soderstrom (virtual), Pete Watkins, Autumn Wallace
Members Absent:	Jeff Turkowski, Brad Berzinski, Stephanie Kendall, Craig Putz, Ashiiyah Alexander, Alexa Michaels, Alicia Conley, Kelli Gapinski
Other Attendees:	Dawn Lueck, 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 4:35 PM 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	Fabiola Aksoy assigned at last meeting
Meeting Minutes	For Review	Dec. 9 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.

		Not applicable for this meeting
Data Review: BARR Program (Building Assets Reducing Risks)	Presentation	Dawn Lueck, HR Director, as presenter 1. BARR Presentation ***Difficulties with audio and visual for presentation. Presented verbally. Framework for student success. Connection and partnership with blue cross blue shield (BCBS). BARR is a coaching and training partner for teacher retention and increasing discipline for students. Involves every student to identify further needs. • 2 Pillars: relationships focused on staff relationships, student to student, and staff to student; data outcomes. • Focuses on strengths of students and pairing with appropriate staff/teacher • Positive outcomes for students included academic scores, absences went down, students felt more supported, more engagement: teacher increase in self-efficacy, colleague collaborations improved, perceptions of students changed. • 9th and 10th graders are pivotal for creating a system for students followed with teacher professional development to focus on the whole student. • Tiered approach similar to MTSS, PBIS, and RTI. New to WHS and in the building phase. Commitment for 3 years (total of 6 years, 3 for training, and 3 for implementation). This year will focus on 9th graders and possibly introduce 10th graders the following year. Possible barriers: implications for teacher time outside of class...concern of burn-out. Challenges with family involvement. Looking at future funding possibilities.
Committee Action Ideas	Discussion	Follow-up on committee action ideas: 1. Organize training on topics such as unconscious bias, microaggressions, cultural sensitivity, etc. →informing people about microaggressions through a presentation • Beyond diversity training: focused on staff members, building staff capacity • Involving community members to reach students and families • Assembly for students to learn about these topics and how to respond • Monthly calendar of cultural or historical events being held • Look at organizations that could possibly volunteer their time to present • Activities for students during lunch time, etc...trivia, bingo, etc.

		***Agenda for next time: discussions regarding ICE <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 at least one idea.</i>
Events/Announcements	Information	1. Next committee meeting: Tue Feb 10, 4:30pm 2. Maurella will be notetaker at following meeting if no volunteers
Adjournment	Procedural	Adjourned at 5:52 PM