# Diversity, Equity and Inclusivity Committee Meeting

WAPS Webpage for the DEI Committee

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| **Meeting Date:** | **Tuesday, November 10, 2026** |
| **Meeting Time:** | **4:30 PM** |
| **Meeting Location:** | **WSHS Learning Commons** |
| **Membership List:** | DEI Membership |
| **Members Present:** | |
| **Members Absent:** | |
| **Other Attendees:** | |

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| ***Our Vision:***<br>A safe and inclusive community of compassionate, curious and resilient lifelong learners.. | ***Our Mission:***<br>Inspire, curiosity, empower resilience, engage community. |
| ***District Belief Statements:***<br>● We believe that public schools should serve and engage students, families, staff and the community.<br>● We believe learning and teaching is maximized in a safe, respectful and inclusive environment.<br>● We believe every individual's diversity and experience is valued.<br>● We believe healthy relationships are crucial for the success of our schools.<br>● We believe that every student can achieve to the best of their ability.<br>● We believe all decisions should be focused on students and their success. | ***Core Values:***<br>● **Safety:** Everyone's physical and emotional well-being is a priority.<br>● **Integrity:** Everyone does the right thing and makes positive choices, even if it is difficult.<br>● **Inclusivity:** Everyone belongs, is valued and is heard.<br>● **Equity**: Everyone has the opportunities, access, information and support provided in the individual way they need it.<br>● **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

| **Agenda Item:** | **Type:**<br>● Procedural,<br>● Information,<br>● Discussion,<br>● Recommendation<br>**(Minutes)** | **Discussion/Action:** |
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| **Call to Order** | Procedural | Called to order by Jolene Danca<br><br>Review Committee Collective Commitments:<br>1. Raise hand for turn to speak.<br>2. Be comfortable with discomfort.<br>3. Receive the experiences of others and believe that it is true for them.<br>4. Regularly make time to check in with members about what they are experiencing or have shared.<br>5. Free flow (no need for Robert's Rules)<br>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. |
| **Assign Notetaker** | Procedural | Jolene Danca |
| **Public Comment** | Information | Individuals interested in addressing the DEI School Board committee may speak for up to 3 minutes. The following speech will not be allowed: slander, defamation, profanity, personal attacks, or revelations of private data.<br><br>No Public Comment |

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| **Introductions & welcome new members** | Information | We have many new members joining us, so we will introduce everyone. |
| **Update DEI Membership** | Procedural | DEI Membership |
| **DEI Committee Meeting Minutes** | Procedural-Recommendation | Approve October's Meeting Minutes - Approved |
| **Committee Member Priorities** | Information | Inclusive curriculum design including accessible technology and learning tools<br><br>Diverse perspectives in education<br><br>Varied Teaching Methods<br><br>Student Affinity Groups<br><br>Cultural Events<br><br>Cultural Competency Training<br><br>Targeted Support<br><br>Support for multilingual families<br><br>Equity Dashboards<br><br>Equitable Resource Allocation |

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| | | Mental Health Support and student well-being |
| **Agenda Item** | Discussion | Review of Policy 110<br>1. The DEI committee developed this policy over several months in 2023, and the school board adopted it 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.<br>a. How to communicate policy priorities more clearly to staff?<br>b. Discussion of policy vs. procedures<br>c. Opportunity for committee to hear from principals and directors on various school initiatives and programs. Draw connections between these presentations and policy language.<br>d. Provide specific examples of how policy has been put into action. |
| **Agenda Item** | Information | Cultural Events - Calendar<br>Sept. 15 -- Oct. 15 -- Hispanic Heritage Month<br>October -- Disability History Month<br>November -- Native American Heritage Month<br>February -- Black History Month<br>March -- Women's History Month<br>May -- Asian American and Pacific Islander Month<br>June-Pride Month |
| **Future Agenda Items (including items from public comment)** | Information | Next Meeting:<br>Tuesday, November 10th, 4:30 PM - 5:30 PM<br>Tuesday, December 8th, 4:30 PM-5:30 PM |
| **Adjournment** | Procedural | |