

Minutes of Diversity, Equity, Inclusion Ad Hoc Committee

The Board of Education Waunakee Community School District

A Diversity, Equity, Inclusion Ad Hoc Committee of the Board of Education of Waunakee Community School District was held Wednesday, April 21, 2021, beginning at 6:00 PM in the Waunakee Community School District, 905 Bethel Circle, Waunakee, WI 53597.

I. CALL TO ORDER

Chairperson Lewis called the meeting to order at 6:02PM

II. ROLL CALL

Berg, Deppen, Grundahl, Lewis, Mobley, Pagel, Petty, Pisani, Potter, Pottinger, Schell, Sheppelman, Treis-Rusk, Voeller.

III. APPROVAL OF MINUTES

A motion was made by Pagel, second by Treis-Rusk, to approve the minutes as presented.
Motion Carried.

IV. APPROVE AGENDA

A motion was made by Potter, second by Pottinger to approve the agenda as presented.
Motion Carried.

V. PUBLIC COMMENTS

There were no public comments received for this meeting.

VI. NEA EQUITY AUDIT DISCUSSIONS

The purpose of this agenda item is to discuss and finalize Criteria 4 and 5 of the NEA Opportunity Audit. The opportunity for committee pre-voting on Criteria 4 will be sent via email, as will a preview of information pertaining to Criteria 5.

A. Criteria 4: Brief review of criteria from 4/1/21 meeting, discussion and placement on continuum after pre-vote.

Gina Pagel explained the process and the norms for Criteria 4. As each of the items for Criteria 4 were brought up, Tim Schell explained the item in regard to WCSD. Pagel reviewed how the pre-vote of each item turned out and then the group agreed on a level for each item. Voeller took notes on this process. Gina explained started with results screen for Criteria 4

At about 6:42PM Lewis asked the group to take a pause so they could determine if they would be able to address items VII & VIII or if these agenda items should be discussed at the next meeting. It was agreed by the committee that they would push through until about 7:15PM and then at least briefly discuss items VII & VIII.

Criteria 4 was completed.

B. Criteria 5: Introduction of information, vote, discussion and placement on the continuum Tim Schell. was able to briefly review the items in Criteria 5 as they relate to WCSD. The audit facilitators will make sure that the committee receives this information in advance of

the next meeting in order to pre-vote.

VII. DISCUSSION AND POSSIBLE ACTION ON INTERIM RECOMMENDATIONS TO THE WCSD BOARD OF EDUCATION REGARDING ISSUES OF IMMEDIATE CONCERN

A. Recommendations on the creation of enactment of a dedicated reporting system/policy for events of bias/bigotry.

Due to scheduling conflicts Tim Schell and Joel Lewis have not been able to finalize this project. They will have something to share at the next meeting.

VIII. DISCUSSION OF NATIVE AMERICAN IMAGERY AND MURAL WITHIN THE WCSD BUILDINGS

Leslie Petty asked for a better understanding or a discussion in regard to the protocol for this committee as it relates to public comments received.

The committee discussed this and other decisions. How to make culturally relevant decisions without offending anyone.

Tim Schell explained the process that is happening regarding Native American Imaginary He also explained information in regard to the Village, as well and working with interested stakeholders and the Ho Chunk Nation in a way to honor these people as part of Waunakee's sesquicentennial.

As part of the recommendation of this committee, the board assigned the Goals committee to begin any work on Native American Imagery, the Goals committee asked the administration to start the process. Randy Guttenberg and Tim Schell have starting outlining this work. Randy and Tim will report their progress to the board at the 5/10/21 meeting.

Part of this process is to include several stakeholders, of which we have staff members who are stakeholders in this topic. Members of the committee also voiced that we are an advisory committee and we did our job and there is action being taken on this topic. We should not look back but look forward.

IX. FUTURE MEETINGS

Christy Shepplemann brought up a couple items for future meetings.

She and some Waunakee students and staff attended a conference for Dane County High School students on social justice issues. The keynote speakers was David O'Connor who is the DPI consultant on American Indian Studies and Native American education. Our students had a lot to say on this topic and I am hopeful our youth voices are included in the board/administration discussions.

She also brought up the district response to the Chauvin trial and a larger discussion about national and local incidents and our responses. May this topic be added to the next agenda?

Future meetings:

Thurs 5/6/21

Wed 5/19/21

Thurs 6/3/21

X. **ADJOURN**

A motion was made by Petty, second by Schell to adjourn the meeting at 7:40PM. Motion Carried.