

Diversity & Inclusivity Committee
Minutes
November 12, 2020

Members Present: Melissa Hammann, Barb Dorn, Jim Kvalheim, Dee Jay Redders, Kathi Swanson, Chip Schuett, Heidi Deininger, McKenna Grau, Sean Mangold, Janessa Katzenberger, Devon Wolter, Jennifer Braun, Donnetta Foxx and Daniel Ripp.

Ms. Hammann led a moment of silence to acknowledge the continuing systemic injustices happening in America.

Ms. Swanson volunteered to take minutes for the meeting.

Motion by Mr. Kvalheim, seconded by Ms. Katzenberger to approve the October 8, 2020 minutes as presented. Motion carried 12-0.

Ms. Hammann asked to revisit the Working Agreements, #10. Move slow to move forward. Discussion and Ms. Katzenberger explained the rationale for the language. The group agreed to change the language to read, #10. To be deliberate and intentional as we move forward.

Develop Goals for the School Year - Discussion on clarifying purpose of the committee before diving into goals. Ms. Katzenberger offered to give a brief history of equity in the District, which included training, leadership teams were developed who then trained the rest of the staff. The training included all marginalized groups. The District chose to focus on disabilities and social/economically disadvantaged groups because these groups had the lowest test scores. COVID-19 put the equity initiative on pause.

Discussion regarding the WHAT and WHY of the committee. It was decided to break into smaller groups and meet more often to get work done. Decision to form two subcommittees, one that would develop and/or add questions to a student survey that would be anonymous, and another subcommittee that would develop questions for the committee members which would also be anonymous. Suggestion that guests could be brought in to talk with/facilitate small groups depending on the issue.

Subcommittee for Student Survey - Devon Wolter, McKenna Grau, Daniel Ripp, DeeJay, Redders, Janessa Katzenberger and Jennifer Braun.

Subcommittee for Committee Survey - Donnetta Foxx, Barb Dorn, Jim Kvalheim, Heidi Deininger, Melissa Hammann and Kathi Swanson.

Next meeting date was set for December 10, 2020, 4:00 - 6:00.

Motion by Mr. Redders, seconded by Ms. Katzenberger. Motion carried 14-0.

Meeting adjourned at 5:42 p.m.