

Diversity and Equity Committee Agenda
January 6, 2020

Attendance: Idellanne Larson, Karla Winter, Issac Matzek, Dawn Lueck, Angela McQuinn, Amber Mlynczak, Alexandria (Winona Post), Ne'Angela Edwards, Winona State Representative

1. Discussion on evaluation of viable proposals regarding MNeep and the Equity Alliance in order to create an Equity Plan. The meeting with Equity Alliance was more impactful with regard to their proposal (reported by Angela M). Maurella was also supportive of Angela's feedback. Currently working with Shakopee Public Schools which gives this organization more insight regarding what our potential or probable issues are. Anticipated costs for services were much higher than expected. Equity Alliance proposed \$41,750, and MNeep \$75,950. Karla Winter proposed we accept the Equity Alliance Proposal. Seconded by Idellanne Larson. Discussion occurred. All in favor with no objections. This proposal will be recommended to the District Administration Team (DAT) for consideration.
2. Department of Human Rights Update. Topic of discussion was "Reviewing and Revising Policies and Codes of Conduct". Maurella shared that 3 activities occurred at this meeting that she found useful to apply with the Teaching and Learning Team at WAPS. Called for any interest in serving on a sub-committee to examine three specific policies as directed from the state. Volunteers were Dave Chapman, Maurella Cunningham, Angela Mc Quinn, Idellanne Larson. February 24th, a Semi-Annual report is due. Policies to be reviewed are Bullying, Harassment and Violence, and Student Discipline policy
3. Should we involve Rochester Diversity Council in the administration of the IDI (Cultural Competency feedback tool) to/for administrators? The DAT is also having a PD session on "Cultural Competency; A Deeper Dive into Self Reflection and Personal Bias", in February 2020. Our internal trainers will be asked first, Samantha Wagner and Brandon Mehling to see if they might be willing to do a group interpretation. DAT staff also need to be asked to determine their comfort level with internal staff doing interpretation.
4. Angela McQuinn reported on her attendance to an "Unraveling Bias" Workshop. She described it as more a level 2 training which included case studies.
5. Question asked by Maurella about a place to share Equity resources. It was suggested that our shared drive is probably the most useful.
6. The Minnesota Humanities Center is having a workshop on "Absent Narratives Approach" in February. Interested persons should register for it ASAP. The workshop is in Winona.
A training session on funding equity activities is also available along this same timeline.
7. Meeting adjourned at 5:25 pm.

Respectfully Submitted,

Dave Chapman