

**WAUNAKEE COMMUNITY SCHOOL DISTRICT**  
**BOARD OF EDUCATION DIVERSITY, EQUITY, INCLUSION AD HOC COMMITTEE**  
Monday, August 23, 2021  
6:00 PM

Waunakee Community School District  
905 Bethel Circle  
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person, and will be asked to check in with District personnel when you arrive.

Public comments will be limited to 3 minutes. The Board will allow 1 hour for public comments.

Public comments may be sent to Rebecca McDonough at [district\\_administrator@waunakee.k12.wi.us](mailto:district_administrator@waunakee.k12.wi.us) up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. Emailed comments sent during any part of the board meeting (Board Development, Closed session, Open session) will be forwarded to the board but may or may not be reviewed by the board until after the board adjourns. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be greeted in the lobby of the building, asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

A recording of the meeting will be posted on the District webpage within 24 hours of the meeting time.

A quorum of the Board may be present

**AGENDA**

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. APPROVAL OF MINUTES** **3**
- IV. APPROVE AGENDA**
- V. PUBLIC COMMENTS** **5**
- VI. DISCUSSION & POSSIBLE ACTION ON INTERIM RECOMMENDATIONS TO THE WCSD BOARD OF EDUCATION REGARDING ISSUES OF IMMEDIATE CONCERN**
- A. Review/discuss written draft of recommendations to the WCSD Board of Education **7**
  - B. Recommendations on the creation of enactment of a dedicated reporting system/policy for events of bias/bigotry.
  - C. Shared Language/Glossary of Terms

**VII. UPDATES ON BOARD ACTIONS OR DECISIONS THAT WOULD BE INFORMATIONAL TO THE COMMITTEE**

**VIII. DISCUSSION OF THE DISTRICT RESPONSE ABOUT NATIONAL AND LOCAL INCIDENTS**

**IX. FUTURE MEETINGS**

- A. Discussion of recommendations to the District to further equity for other issues, including building accessibility, audits of accessibility for websites, discussion of District progress on the removal of native imagery
- B. Discussion of district hiring practices ensuring a diverse workforce
- C. Discussion of district curriculum on the teaching of issues involving race and ethnicity in the United States.

**X. ADJOURN**

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”

# Minutes of Diversity, Equity, Inclusion Ad Hoc Committee

## The Board of Education Waunakee Community School District

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A Diversity, Equity, Inclusion Ad Hoc Committee of the Board of Education of Waunakee Community School District was held Monday, August 16, 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 6:01PM

### **II. ROLL CALL**

Berg (arrived at 6:05), Boetcher, Brandt(virtually), Lewis, Meister (virtually), Mobley, Ostrander, Pagel, Pisani(6:03)(virtually), Pottinger, Schell, Treis Rusk, Voeller

### **III. APPROVAL OF MINUTES**

A motion was made by Schell, second by Pottinger, to approve the minutes as posted.  
Motion carried.

### **IV. APPROVE AGENDA**

A motion was made by Boetcher, second by Pagel, to approve the agenda as posted.  
Motion carried.

### **V. PUBLIC COMMENTS**

There were no public comments.

### **VI. DISCUSSION & POSSIBLE ACTION ON INTERIM RECOMMENDATIONS TO THE WCSD BOARD OF EDUCATION REGARDING ISSUES OF IMMEDIATE CONCERN**

#### **A. NEA Equity Audit Scorecard**

Review of the scorecard of the audit

Tim Schell introduced this agenda item. He led the committee through the scorecard survey that the committee completed. The committee then discussed how to prioritize these items. It was determined that the top ten items from the audit that committee members felt needed additional review would be pulled. These 10 items were pulled into a table and the committee as a whole will review and make any necessary comments by the end of the day on Wednesday, 8/18/21. The writing team, Ostrander, Schell, & Treis Rusk will draft a presentation for the WCSD Board of Education around these items and a few others that the committee has discussed. This draft will be available for the committee to review over the weekend and this will lead the discussion at the 8/23/21 meeting to finalize this presentation. The documents that were reviewed for this item have been attached to the extras section of the agenda for this meeting.

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

Tim Schell and Joel Lewis took the suggestions from the committee at the last meeting and made some adjustments to the tool. This will be shared will be shared with several people,

specifically elementary staff, for review. This will be ready for the start of the school year, please note that this tool will be able to be adjusted as the year goes along.

C. Shared Language/Glossary of Terms

Bethany Pottinger and Lara Ostrander reported that they have begun the work on this. It is important that this document will help in initiating dialogue among all staff, families and community.

**VII. UPDATES ON BOARD ACTIONS OR DECISIONS THAT WOULD BE INFORMATIONAL TO THE COMMITTEE**

Boetcher reported that the board did take action to have the Native American Mural taken down and the other Native American Imagery will be part of the rebranding process.

**VIII. DISCUSSION OF THE DISTRICT RESPONSE ABOUT NATIONAL AND LOCAL INCIDENTS**

There is a lot going on right now, if there is something that needs to be brought up please feel free to bring it up here or add it to the agenda.

**IX. FUTURE MEETINGS**

- A. Discussion of recommendations to the District to further equity for other issues, including building accessibility, audits of accessibility for websites, discussion of District progress on the removal of native imagery
- B. Discussion of district hiring practices ensuring a diverse workforce
- C. Discussion of district curriculum on the teaching of issues involving race and ethnicity in the United States.

The committee discussed how some of the items IX A,B, & C, should be referenced in the report to the board. They may be related to audit items, but they should be brought up specifically so that the board recognizes that these are areas of concern that should be considered further.

**X. ADJOURN**

A motion was made by Schell, second by Lewis, to adjourn the meeting at 7:32pm. Motion Carried

# PUBLIC PARTICIPATION DURING BOARD COMMITTEE MEETINGS

Waunakee Community School District

Policy 187.1

Page 1 of 2

Subject to any more specific direction that may be issued by the Board of Education with respect to any particular committee or committee meeting, a standing or ad hoc committee established by the Board may choose to include or exclude, and appropriately limit, periods of public comment at the meetings of the committee. At a minimum, any such public comment periods shall be restricted to subject matter that is reasonably within the domain of the committee's charge, and the Board strongly encourages committees to expressly limit the scope of any such public comment periods to comments that are reasonably germane to the noticed subject matter of the particular meeting. Periods of public comment at committee meetings shall be publicly noticed to the extent required by law.

Subject to an appeal to the committee that is made by a committee member, the presiding officer of the committee meeting shall have the authority to conduct and maintain proper order in connection with any authorized public comment period, including the authority to (1) recognize speakers; (2) enforce established time limits; (3) interject and request that speakers voluntarily redirect specific complaints, grievances, or attempted appeals to more appropriate District procedures; and (4) terminate the remarks of any individual who does not adhere to established rules and procedures for public participation, who speaks in a threatening or profane manner, whose comments are repetitive of that person's previous comments, or whose conduct is disruptive and impedes the committee's ability to conduct its business in an orderly and timely fashion.

By majority vote during a committee meeting, a committee may also solicit or agree to accept input that is relevant to a noticed agenda item from a person who is not a committee member in order to (for example) resolve a formal or informal point of information that arises during the committee's discussion of the agenda item. Such discretion shall be exercised in a lawful manner.

The Board or, unless otherwise directed by the Board, the committee itself may also schedule a duly-noticed public hearing to occur at a meeting of the committee on a particular issue or topic.

Members of the public who are permitted to address a committee during a meeting are responsible for the content of their comments. Such speakers are not exempt from any liability arising from their comments (e.g., for defamation or for the breach of legally-protected confidentiality).

## Legal References:

### Wisconsin Statutes

- [Section 19.81](#) [state policy on open meetings]
- [Section 19.83\(2\)](#) [discussion during period of public comment]
- [Section 19.84\(2\)](#) [public notice of board meetings, including public comment period]
- [Section 19.85](#) [exemptions to open meetings]

## Cross References:

*[Insert appropriate cross references to the policy as applicable to your district.]*

**PUBLIC PARTICIPATION DURING  
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Policy 187.1

Page 2 of 2

**Adoption/Revision Dates:**

January 200  
January 2002  
May 2020

## Top 10 Priorities of the WCSD Equity Audit Scorecard

[Link](#) to comments from survey that prioritizes these recommendations.

(NOTE: Click on responses tab if you want to review recommendations)

Element	Audit Placement	Number of Votes Prioritizing	Additional Comments:
1A. The opportunity exists for all students in our community to access high quality early learning programs.	Emerging/Improving	7/15	
2Bii. Curriculum is clearly aligned to college and career ready standards, addressing the needs of students with different abilities and from diverse backgrounds.	Emerging	8/15	
2D. The learning community in our school provides various means to accommodate, scaffold, and enrich instructions for students with diverse needs, such as language-rich instruction, UDL, PBS, RTI, etc.	Emerging	5/15	
3E(i). Our school fosters positive teaching and learning conditions, supporting culturally-relevant instruction through professional learning opportunities focused on cultural competence and understanding implicit bias.	Emerging	10/15	
3E (ii). Our school has a plan to evaluate the relationship between educator training (on cultural competence and implicit bias) and student achievement.	Not Apparent	5/15	

## Top 10 Priorities of the WCSD Equity Audit Scorecard

<p>3F (i). Our school has a policy addressing student safety issues, on and offsite (such as bullying, bias-related incidents, and violence against marginalized persons or groups). <b>(Where to Find:</b> Consider your school and district policy on identifying, preventing, resolving, and reporting these safety issues.)</p>	Emerging	10/15	
<p>4D. D. Our district works with area higher education programs to identify and recruit aspiring educators from underrepresented populations and for critical shortage areas.</p>	Not Apparent	9/15	
<p>5B. Our school ensures all students graduate college and career ready by implementing programs and practices proven to address barriers to advancement, such as SAT/ACT preparation, college and career counseling, and complying with state and local policies.</p>	Emerging	8/15	
<p>6B(i). Our school has a full-time community liaison, tasked with engaging and representing families, as well as conveying school policies and procedures.</p>	Does Not Exist	7/15	
<p>6D. Our schools require all educators and administrators to participate in professional development, focusing on family and community engagement, with input from higher education institutions and community</p>	**Lots of variety...split vote on Not Exist, Not Apparent and Emerging	5/15	

## Top 10 Priorities of the WCSD Equity Audit Scorecard

stakeholders, as part of licensure programs and professional learning.			
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Do you have any other recommendations for priorities that should be shared with the BOE?