

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION DIVERSITY, EQUITY, INCLUSION COMMITTEE**

Tuesday, September 21, 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 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. SHARED LANGUAGE GLOSSARY OF TERMS

VII. REVIEW/DISCUSS THE DELIVERY/RESULTS OF THE REPORT TO THE BOARD OF EDUCATION ON 09/13/21

VIII. DISCUSS/CONSIDER THE ATTENDANCE AND RESPONSE TO THE DEI COMMITTEE AT AND DURING THE 09/27/21 WCSD COMMUNITY ENGAGEMENT MEETING .

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

X. FUTURE MEETINGS

- A. Discussion of the District Response about National and Local Incidents.
- B. 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
- C. Discussion of district hiring practices ensuring a diverse workforce
- D. Discussion of district curriculum on the teaching of issues involving race and ethnicity in the United States.

XI. 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

A Diversity, Equity, Inclusion Ad Hoc Committee of the Board of Education of Waunakee Community School District was held Monday, August 23, 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 6:03PM

II. ROLL CALL

Brandt (Virtually), Kaufmann, Lewis, Meister (Virtually), Mobley, Ostrander, Pagel, Pottinger, Schell, Sheppleman, Treis Rusk

III. APPROVAL OF MINUTES

A motion was made by Schell, second by Kaufmann, to approve the minutes as posted.

Motion carried

IV. APPROVE AGENDA

A motion was made by Pagel, second by Schell, to approve the agenda as posted.

Motion carried

V. PUBLIC COMMENTS

There was no public comments.

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

Ostrander walked through the process that she and Treis Rusk went through to develop the document. The committee reviewed, discussed, and edited the document as necessary. Gina Pagel and Joel Lewis will present on the audit results, the work of the DEI committee, and the focus for the future.

Continued communications with the Board and Administration is key.

As many committee members as possible should be in attendance at the board meeting on 9/13/21.

B. Recommendations on the creation of enactment of a dedicated reporting system/policy for events of bias/bigotry. This tool is continually being worked on and will be available once school starts.

C. Shared Language/Glossary of Terms

Pottinger reported that this team will meet on 8/24 to work on this. The committee discussed the audience that should be the focus of this glossary. This list will be a live list. It will be available before the community meeting on 9/27/21.

VII. UPDATES ON BOARD ACTIONS OR DECISIONS THAT WOULD BE

INFORMATIONAL TO THE COMMITTEE

There have not been any board actions since the last committee meeting on 8/16/21.

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

There is a lot of things going on in the world right now. There are many ways to look at equity within our day to day world. We need to be mindful about this.

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 briefly discussed how items IX. A, B, & C are still important items that they would like to have a discussion about with the appropriate director, administrator, and board.

As many committee members as possible should be present for the 9/13/21 meeting and for the 9/27/21 Community meeting.

X. ADJOURN

A poll will go out to find a date for a committee meeting after the 9/13/21 meeting and before the 9/27/21 meetig.

A motion was made by Treis Rusk, second by Brandt, to adjourn the meeting at 7:42pm.
Motion Carried

PUBLIC PARTICIPATION DURING BOARD COMMITTEE MEETINGS

Waunakee Community School District

Policy 187.1

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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.]

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Adoption/Revision Dates:

January 200
January 2002
May 2020