

**SCHOOL DISTRICT OF HOLMEN  
SCHOOL BOARD COMMITTEE MEETING NOTES  
DIVERSITY, EQUITY, & INCLUSION COMMITTEE  
Monday, October 9, 2023 5:00 p.m.  
School Board Meeting Room  
1019 McHugh Road  
Holmen, Wisconsin 54636**

**01. CALL TO ORDER**

**02. ROLL CALL & NOTICE OF QUORUM**

Committee members present were Barb Wuensch, Bridget Todd-Robbins, Khadijah Islam, Dr. Kristin Mueller, Sue Eitland, Jennifer Gimmer, Martha Hauser-Hage, Caitlin Leary, Krystal Lee, Mark Lee, Jennifer Lulloff, Jenna Mashak, Tammy Rytillahti, Hallie Weibl, and Pang Xiong. Committee members absent were Anita Jagodzinski and Ellen Koelbl.

Also present were Amanda Goodenough and Laura Abellera of Goodenough Consulting, LLC and Stacy Lockington (notetaker).

**03. APPROVAL OF AGENDA**

The agenda was approved by consensus.

**04. PUBLIC PARTICIPATION**

No one addressed the committee.

**05. INTRODUCTIONS**

Those in attendance introduced themselves and their role in the School District of Holmen community.

**06. 2023-24 COMMITTEE MEMBERSHIP/ROLES**

Dr. Mueller relayed that the number of those that asked to be on this committee is greater than what the committee could accommodate. As the committee moves into its work, there will be subcommittees. If you know of anyone that would be interested in this work, reach out to Barb Wuensch, Dr. Mueller, or Amanda Goodenough.

In regards to committee member roles, Dr. Mueller asked that committee members bring their voice to the table, support the work, and learn alongside each other.

**07. COMMITTEE MEETING DATES FOR 2023-24**

Dr. Mueller reviewed the proposed DEI Committee meeting dates for the 2023-24 school year. The committee will meet the second Monday of each month during the school year, from 5:00 p.m. to 6:30 p.m. If a committee member is unable to attend, they should email Stacy Lockington.

**08. COMMITTEE PURPOSE**

The purpose of the DEI Committee is to advance the diversity, inclusion, and access in the District through the School District of Holmen vision, mission, and core values. The committee will complete work as a whole and as subcommittees while other work will be completed internally by District staff.

In early 2020, the District brought together stakeholders (community, staff, students, board) and through a survey and focus groups determined what stakeholders valued most in the District. This information was used to develop the District's mission, vision, and core values.

**09. COMMITTEE NORMS**

Amanda Goodenough and Laura Abellera discussed the committee norms, which were approved by consensus. The norms include the following.

- These are your peoples' voices; feedback is love

- Resist urges of defensiveness and essentializing positivity
- Reject any desire to identify authors of quotes/invent narratives
- Challenge the tendency to interrogate the validity of perspectives and messages
- Strive to think about what IS possible
- Engage with curiosity (not judgment)

## 10. 2023-24 COMMITTEE GOALS

There are two current goals of the DEI Committee:

1. Develop a DEI commitment statement for the District
2. Develop a long-range/strategic DEI plan for the District

While developing a commitment statement is important work that deserves the committee's attention, there will be a plan to accomplish this task in a timely manner that will allow the committee to move onto other work. Committee members are asked to come to the next meeting with ideas for the commitment statement so that a statement can be finalized by the end of the November meeting for recommendation to the Board. Amanda Goodenough will provide additional information on this process.

The commitment statement is a public commitment to advancing the DEI values the District has already established. The statement can build trust across the community and increase feelings of belonging. A commitment statement differs from an equal opportunity statement in that an equal opportunity statement is more about compliance and legal requirements. A DEI commitment statement goes beyond the minimum requirements. The District's vision, mission and core values establish what is important to stakeholders of the District. The DEI work is grounded in these (Belong, inclusive, equity, and safety are already included in the mission, vision, and values.)

Amanda Goodenough reviewed a summary of the results of the Assessing Hate, Bias, and Identity-Based Harm survey administered to students and staff of the School District of Holmen in 2023 in relation to committee goals. The results are available on the School District of Holmen website. Key highlights include the impressive response rate; harm is happening; the frequency of harm is concerning; students perceive a lack of action; the District has knowledge of only a fraction of the activity; there are impacts to mental health, psychological safety, and physical safety; and there is a need for restorative options. Amanda Goodenough also reviewed the thematic list of findings and emergent findings from the survey results. Committee members reflected on the results and shared key takeaways.

## 11. CLARIFY/REVIEW ACTIONS & DISCUSSION

Committee members should watch for an email from Stacy Lockington with follow up information including a link to a Google form to submit suggestions for a committee name, qualities to include in the commitment statement, and other information. Laura Abellera asked that the form be completed by the end of the day on Friday. The email will also include additional resources.

The plan is for the committee to have a commitment statement developed by the end of the November meeting or the December meeting.

In response to a question by Pang Xiong, Dr. Mueller shared her goals for the committee are to develop a statement for the District to adopt demonstrating its commitment to DEI work. In addition, the committee will develop a plan so we know what the next steps are and what important work the District should engage in first.

## 12. ADJOURNMENT

The DEI Committee meeting adjourned at 6:32 p.m.

NOTICE: A quorum of School District of Holmen Board members may be present; however, no Board action will be taken.