

**SCHOOL DISTRICT OF HOLMEN  
SCHOOL BOARD COMMITTEE MEETING NOTES  
DIVERSITY, EQUITY, & INCLUSION COMMITTEE  
Monday, February 12, 2024 5:00 p.m.  
School Board Meeting Room  
1019 McHugh Road  
Holmen, Wisconsin 54636**

**1. CALL TO ORDER**

**2. PLEDGE OF ALLEGIANCE**

**3. 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, Ellen Koelbl, Krystal Lee, Mark Lee, Jennifer Lulloff, Daniel Ott, Tammy Rytalahti, Pang Xiong. Excused were Anita Jagodzinski, Caitlin Leary, Jenna Mashak, and Hallie Weibel. Also present were Amanda Goodenough and Laura Abellaera of Goodenough Consulting, LLC, Holmen High School Principal Wayne Sackett, and Stacy Lockington (notetaker).

**4. APPROVAL OF AGENDA**

The agenda was approved by consensus.

**5. PUBLIC PARTICIPATION**

No one addressed the committee.

**6. APPROVAL OF PRIOR MEETING NOTES**

6.1 January 8, 2024 DEI Committee Notes

The January 8, 2024 DEI Committee Notes were approved by consensus.

**07. COMMENCEMENT CEREMONY UPDATES**

Holmen High School Principal Wayne Sackett reported the Class of 2024 commencement ceremony will take place on May 25, 2024. The event will begin at 11:00 a.m. instead of 1:00 p.m. to provide graduates more time with families after the ceremony.

W. Sackett shared with the committee changes to the commencement ceremony beginning in 2024 to make the event more inclusive. In regards to stage access, all graduates will access the stage from the back of the stage utilizing a ramp, rather than the previous method of using stairs at the front of the stage. Graduates will exit to the rear of the stage using either stairs, ramp, or a lift. This change will make stage access more equitable for students with disabilities and other challenges. Holmen will be the first local high school that uses the La Crosse Center for graduation to utilize this method of stage access, but this is already the practice for local universities.

W. Sackett researched practices of other high schools in regards to graduation regalia or adornment of graduation caps, gowns, and stoles. He reported that Jennifer Gimmer, Dr. Mueller, and he met with representatives of the Ho Chunk Nation on this topic, as well. The past practice only permitted graduates to wear school-provided adornments. He shared language to guide revised practices at Holmen High School to allow for cultural regalia at commencement ceremonies.

While the initial stages of this research included learning more about Ho Chunk Nation regalia, the practices would be inclusive of all cultures. At this point, reimbursing families that wish to utilize a cultural adornment has not been considered.

The consensus of the committee is the high school is moving in the right direction of a more inclusive commencement ceremony with these changes. W. Sackett stated he would move forward with implementing the changes to practices beginning with the 2024 commencement ceremony and communicate this with students and families.

#### **08. LONG-RANGE PLAN DEVELOPMENT**

Dr. Mueller shared DEI long-range plan feedback received from the DEI committee and District Leadership Team (DLT) and reviewed the five focus areas of the School District of Holmen. The committee then broke into four groups (one for each focus area except for fiscal) and used the feedback to suggest long-range goals and action steps. The groups then shared their suggestions with the committee.

Dr. Mueller will use the information received from groups to form a draft of the goals and action steps of the DEI long-range plan. This will be brought back to the DEI Committee as well as shared with the DLT for further refinement.

The tentative timeline is for the recommendation for the DEI long-range plan be presented to the Board in April or May.

#### **09. CLARIFY/REVIEW ACTIONS & DISCUSSION**

9.1 Next Meeting Date: March 11, 2024

#### **10. ADJOURNMENT**

The DEI Committee meeting adjourned at 6:31 p.m.