

**SCHOOL DISTRICT OF HOLMEN
SCHOOL BOARD COMMITTEE MEETING NOTES
DIVERSITY, EQUITY, & INCLUSION COMMITTEE
Monday, November 11, 2024 5:00 p.m.
School Board Meeting Room
1019 McHugh Road
Holmen, Wisconsin 54636**

01. CALL TO ORDER

Lindsay Nied called the meeting to order at 5:00 p.m.

02. ROLL CALL & NOTICE OF QUORUM

Committee members present were Lindsay Nied, Dr. Kristin Mueller, Sue Eitland, Heidi Feuerhelm, Jennifer Gimmer, Martha Hauser Hage, Ellen Koelbl, Caitlin Leary, Daisha Rand, Kelly Remus, Pang Xiong, and Keiven Zielke. Excused were Bridget Todd-Robbins, Josh Feuerhelm, Anita Jagodzinski, Mark Lee, Jennifer Lulloff, Jenna Mashak, Daniel Ott, and Hallie Weibel. Also present were Kim Edwards, Jill Mason, Julie Holman, Kathleen Stephany, and Stacy Lockington.

03. APPROVAL OF AGENDA

The agenda was approved by consensus.

04. PUBLIC PARTICIPATION

No one addressed the committee.

05. APPROVAL OF PRIOR MEETING NOTES

5.1 October 14, 2024 DEI Committee Notes

The October 14, 2024 DEI Committee Notes were approved by consensus.

06. TIMELINE & METRICS FOR DEI LONG RANGE PLAN

Dr. Mueller explained District leadership took the feedback received from the last meeting and made adjustments to the DEI long range plan to be discussed tonight. Items of note included

- The “Progress Update” column was removed because updates will be presented at the annual meeting and brought periodically to the DEI committee rather than including this on a column on this chart.
- The “Person Responsible” is generally District leadership, but Dr. Mueller asked the committee to let her know if there are any action items where the DEI Committee should be the person responsible. However, no further areas were suggested.

Kim Edwards reviewed the updates to the Student Learning portion of the DEI long range plan including adding a timeline to provide additional details. Julie Holman presented the Fiscal Focus Area. Melissa Kaatz explained updates to the Workforce Focus Area included more specific timelines. Dr. Mueller reviewed the updates to the Community Engagement Focus Area, highlighting action items that the DEI Committee will be the responsible party. Jennifer Gimmer explained that for the Health & Safety Focus Area, the biggest update was to break apart some metrics into smaller units. One further suggestion was to include the implementation of the Hate & Bias team at the elementary level by spring of 2027.

One question received by a committee member is why women were not included in the commitment statement in the list of marginalized populations. The committee’s intention was not to exclude women as a marginalized group. The marginalized groups listed on the commitment statement are examples of groups, but it is not an exhaustive list.

The next step is to present the DEI Long Range plan to the Board at the November 25 meeting for potential approval at the December 9 Board meeting. After that, we can begin work on the action items in the plan.

The DEI Committee will not meet in December. The next meeting will be on January 13, 2025.

07. CLARIFY/REVIEW ACTIONS & DISCUSSION

08. ADJOURNMENT

The November 11, 2024 DEI Committee Meeting adjourned at 5:33 p.m.