

AD HOC COMMITTEE ON INCLUSION AND EQUITY IN THE WAUNAKEE COMMUNITY SCHOOL DISTRICT

Charge to the Committee Task Force:

1. Review existing WCSD data, federal and local guidance, contracts and policies related to the following:
 - a. Title VI of the Civil Rights Act of 1964, related to nondiscrimination on the basis of race and national origin;
 - b. Title IX, related to nondiscrimination on the basis of sex in education;
 - c. The Age Discrimination Act of 1975;
 - d. The Americans with Disabilities Act, as it relates to nondiscrimination on the basis of disability;
 - e. The American Indian Religious Freedom Act of 1978;
 - f. All applicable state and local laws related to all federally protected classes.
2. Review current research on the use and effectiveness of hiring practices that consider the benefits of diversity for students and staff;
3. Review best practices as it relates to the hiring, retention and promotion of a diverse staff and administration, as well as staff professional development, improvement of professional practices, and internal promotion;
4. Review current economic trends and the housing and other economic policies of municipalities in the WCSD area that have a disparate impact on protected classes;
5. Review district curriculum for inclusion and representation of persons of all backgrounds and identities, including federally protected classes;
6. Develop possible recommendations to the Board of Education for amendments to contract language, curriculum, board policy, and administrative practices based on feedback from the community, stakeholders, and experts following discussions, information-sharing sessions and regular meetings;
7. Report to the Board of Education a summary of the work of the Committee within 12-18 months of appointment.

Membership

The ad hoc committee shall consist of no less than 12 members, with Board Director Brandt designated as chair, and one other BOE member selected by the President of the BOE. The committee shall include:

- Two BOE directors;
- At least one staff member, if available, from each school and level of the WCSD;
- One administrative designee at the discretion of the Superintendent;
- Three current student representatives;
- Up to 11 members of the community, to be selected via open application to the chair and the BOE President;
- The committee shall be equitable in distributing representation across gender, racial and class lines, and shall make all reasonable efforts available to ensure

representation includes individuals with disabilities, persons of color, and LGBTQ+ individuals.

Timeline:

March 2020: Approval of Ad Hoc Committee

April 2020: Appointment of Members

May 2020: First Meeting

May-November 2021: Report to Board of Education