



Pullman School District

Minutes

Diversity, Equity, Inclusion, and Belonging Task Force Meeting

Date and Time

Thursday April 17, 2025 at 5:30 PM

Location

District Office - Community Room

240 SE Dexter St.

Pullman, WA 99163

Please note these are FINAL task force meeting minutes. Task Force meeting minutes do not require approval at a subsequent meeting since they are prepared and agreed upon by the task force at the end of the meeting.

Committee Members Present

Bekah Miller MacPhee, Courtney Hodge, Craig Nelson, Daun Park, Retal Abdellatiffe, Stephany RunningHawk Johnson

Committee Members Absent

Ahmad Alssalem, Cheyenne Webber, Colette Casavant, Jia Cheng, Libby Pyo

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Stephany RunningHawk Johnson called a meeting of the Diversity, Equity, Inclusion, and Belonging Task Force Committee of Pullman School District to order on Thursday Apr 17, 2025 at 5:30 PM.

II. Diversity, Equity, Inclusion, and Belonging Task Force

A. Tasks assigned by the School Board

Reviewed at the start of the meeting.

B. Review & Discuss Coordination of Community Partnership Events with PSD

Task force members reviewed a draft outreach email and interest form designed to engage community partners in a new "*Community Connections*" initiative that could be hosted by Pullman School District. This effort is in direct response to feedback received through the Task Force's *Shaping Community Efforts in Pullman Schools* survey and aligns with the task assigned by the School Board to improve equitable access through community partnerships.

The task force discussed the details of the proposed *Community Connections* event, which would be held monthly at either the district office or at school sites. Members noted that rotating the event across different school locations could improve accessibility for families, making it easier for them to attend and connect with community partners offering various resources and services.

The reviewed document included a sample email invitation and an electronic interest form, which would be shared with local organizations. In addition to reviewing the outreach materials, the Task Force also reviewed a list of potential community partners and discussed targeted strategies for outreach to garner the most participation. The task force emphasized the use of multiple communication channels to ensure a wide and inclusive reach.

Before taking action on next steps, the Task Force acknowledged that this initiative would need to be presented to the School Board for review and approval. Once approved, the Task Force can move forward with outreach and implementation planning. The group agreed that this initiative represents a meaningful step toward strengthening community relationships and addressing the needs of our families and community.

C. Discuss Task Force Update for School Board Meeting

In preparation for the April 30th Regular School Board meeting update—presented by the Task Force Chair and Co-Chair—the Task Force identified the following key points to include:

Recommendation to Add a New Member Focused on Disability Awareness and Inclusion:

In response to survey feedback identifying disability awareness and inclusion as an area for growth, include a recommendation for adding a task force member with expertise or lived experience in this area. This could be a special education advocate from the community or a staff member who can bring valuable insight and perspective.

Highlighting Student Feedback from the Shaping Community Efforts in Pullman Schools Survey:

The Task Force emphasized the importance of centering student voice by sharing key student-identified themes from the survey as part of the update.

Proposal for the Community Connections Initiative:

Formally present the *Community Connections* proposal to the board, outlining the purpose, logistics, and community collaboration goals of the initiative.

Task Update - Review current events, activities, and materials on DEIB efforts in the Pullman School District (PSD):

The Task Force has completed its assigned task of reviewing current events, activities, and materials related to DEIB efforts in the Pullman School District. Include an update on this task, that the task force is now focusing on evaluating the effectiveness of existing efforts and exploring ways to expand or improve them based on stakeholder feedback collected through the recent survey.

D. Survey Data Review: Shaping Community Efforts in Pullman Schools

For the final agenda item, the Task Force reviewed the survey data collected from a total of 454 participants. Members discussed initial impressions of the responses and began identifying some themes and areas of need that emerged from the feedback. This data will continue to inform the group's priorities and guide the development of future initiatives, including the ongoing evaluation of the district's efforts in fostering an inclusive and supportive environment for all.

The Task Force expressed interest in reviewing the disaggregated data by respondent group—students, families, and staff—at the next meeting in order to compare perspectives and better understand the unique experiences and priorities of each group.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:30 PM.

Respectfully Submitted,

Stephany RunningHawk Johnson