



Pullman School District

Minutes

Diversity, Equity, Inclusion, and Belonging Task Force Meeting

Date and Time

Tuesday November 4, 2025 at 5:30 PM

Location

District Office - Community Room
Pullman Public Schools
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

Amanda Tanner, Andrew Chen, Bekah Miller MacPhee, Cheyenne Webber, Colette Casavant, Courtney Hodge, Jia Cheng, Megan Itani, Stephany RunningHawk Johnson, Wigiiyahti (Tolman)

Committee Members Absent

Daun Park, Hafisatu Abess, Retal Abdellatiffe

Guests Present

Francene Watson, Palouse EDJE Representative

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 Tuesday Nov 4, 2025 at 6:30 PM.

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

A. Tasks assigned by the School Board

Tasks reviewed by the task force.

B. DEIB Task Force Annual Review and Future Planning

Board Director Tanner began the meeting by sharing that she will provide an update on the DEIB Task Force to the Board of Directors at the upcoming regular meeting on November 12, 2025. She provided an overview of the Task Force's origins, emphasizing its diverse membership, which includes administrators, community members, students, and a newly added disability awareness/access/inclusion representative.

The Task Force reviewed its work over the past year, including progress on assigned tasks, current priorities, and potential new areas of focus.

The task force revisited results from the DEIB Survey conducted in March–April 2025, which had 454 participants—most of whom were students. Survey results informed the planning of the Community Connections event and the addition of a disability awareness/access/inclusion representative.

Survey feedback also highlighted inconsistent experiences and barriers within the Harassment, Intimidation, and Bullying (HIB) process. The task force discussed ways to make the process feel more personal and accessible, improve communication, and strengthen family advocacy networks. Members suggested exploring a potential partnership with Palouse EDJE and also exploring opportunities for a HIB representative role in and/or outside the district to support students and families navigating the various processes.

The Task Force noted the importance of supporting students and families navigating IEP and 504 plans and those processes, as this theme also emerged from the survey data. There was consensus that developing family advocacy and resource networks could significantly benefit school communities and emerged as an area of focus that the task force would like to recommend to the school board as a task moving forward into year 2 of the task force.

Task Force Recommendation to the School Board:

Explore opportunities to develop family advocacy and support networks across multiple areas.

The Task Force also discussed the importance of continued teacher support and reviewed the professional learning schedule and topics for the school year so far. Professional learning remains ongoing to ensure educators are equipped to meet the needs of all students.

Finally, the group discussed connecting future Community Connection events, such as the Resource Fair and Multicultural Night, to strengthen community engagement and inclusion.

The meeting concluded with a shared sense of progress and a commitment to continued reflection on the root causes driving identified needs.

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 6:35 PM.

Respectfully Submitted,
Cheyenne Webber