DRAFT

Pullman School District

Minutes

Diversity, Equity, Inclusion, and Belonging Task Force Meeting

Date and Time
Monday December 8, 2025 at 4:30 PM

Location
District Office
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
Andrew Chen, Bekah Miller MacPhee, Cheyenne Webber, Colette Casavant, Courtney Hodge, Stephany RunningHawk Johnson, Wigiiyaohti (Tolman)

Committee Members Absent
Daun Park, Hafisatu Abess, Jia Cheng, Megan Itani, Retal Abdellatiffe

Guests Present

Jerrod Fleury (Guest)

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 Monday Dec 8, 2025 at 4:30 PM.

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

A. Tasks assigned by the School Board

Reviewed by the task force.

B. Pullman High School - "Because You Matter" Theme

Principal Jerrod Fleury shared Pullman High School’s schoolwide vision, “All Means All,” which emphasizes meeting every student’s needs and ensuring all students feel valued, connected, and supported.

A major focus is strengthening relationships in response to ongoing impacts from COVID, including increased anxiety, disengagement, attendance challenges, and difficulties with connection. The “Because You Matter” message is displayed in every classroom and reinforces the importance of belonging and student-adult relationships.

Pullman High School is hosting a Student Cultural Summit open to all students, focused on leadership development and school culture. The summit will include leadership skill-building, community circles, and student-led discussions to identify concerns and opportunities to improve school climate across campus.

Staff are encouraged to prioritize student connection, including greeting students and building authentic relationships. Student voice is being elevated through leadership groups and feedback opportunities, with the goal that every student can identify at least one trusted adult at school.

Family engagement efforts include a growing parent feedback group and plans for a Freshman Parent Night. The “All Means All” vision is embedded throughout school communications and ongoing culture-building efforts.

C. Spring "Community Connections" Planning

The group discussed the possibility of combining the Spring Community Connections event with other existing events, such as Cultural Night or a Senior Showcase. There was interest in collaboration, but also want to maintain a clear focus for the event.

Potential partners and high-interest elements were discussed as ways to increase attendance, including flu shots, sports physicals, and food. Hosting the event at the high school and scheduling it before spring sports season were identified as effective strategies, based on past success. Pizza was suggested as a food option.

Additional engagement ideas included music and student-led activities such as raffles. It was suggested that a survey be sent out to gather feedback on music and event preferences.

Principal Fleury offered to connect with leaders involved in Cultural Night planning. Discussions will continue at the next task force meeting.

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 5:35 PM.

Respectfully Submitted,
Stephany RunningHawk Johnson