



Inventory of Equity, Diversity and Inclusivity Initiatives Spring 2018

It is the mission of the School District of the Menomonie Area is to embrace the unique needs and use the strengths of our diverse community to prepare ALL students to become lifelong learners, caring individuals, and responsible citizens. In alignment with this mission, the SDMA strives to provide a well-rounded educational experience that not only focuses on rigorous and relevant academic instruction, but also the emotional wellbeing, resilience, mindfulness, and character development of all students. Below is an inventory of various initiatives and activities that have been utilized to promote inclusion, diversity, and good mental health of the students in the School District of the Menomonie Area.

Elementary Level:

- **E1: Boys and Girls Club-** The Menomonie Boys and Girls club is housed at River Heights Elementary School. The club offers programming for students age 8 through 5th grade. Programming is focused on the core areas of Character & Leadership, Education and Career, Health and Life Skills, The Arts, and Sports, Fitness and Recreation. The club has a diverse membership, supported by a diverse staff. They have a rich volunteer base, including many UW-Stout athletic teams, which also provide extensive diversity.
- **E2: Zones of Regulation** - A number of SDMA elementary schools have started using the Zones of Regulation tool to help students understand their emotions using color. Combined with the mindfulness tools already in place in the district, students can better identify how they are feeling and work on a plan to get back to “green.”
- **E3: Targeted Reteaching of School-wide Expectations-** depending upon the site, some lessons are taught during the monthly reward recess time. EduClimber behavioral data is used to identify students who should participate and can direct the topic to be learned that month.
- **E4: MindUp curriculum K-5-**This curriculum is supplemental and support mindfulness being taught across elementary sites. This year elementary principals agreed that all K-5 students would learn the first three core lessons within the first six weeks of school. Depending upon the site, an additional three lessons were to be identified at taught at each grade level.
- **E5: Ann Brand - Mindfulness Coach** - Ann Brand has met with our staff, collaborated with our elementary administrative team, and has plans to assist with key leadership in each building this fall to continue our emotional health/wellness in our classrooms as well as with our staff.
- **E6: High School Service Learning Students** - Juniors/Seniors are placed in elementary schools across the district, assisting in classrooms during the school year. Students come from a variety of backgrounds and experiences and connect with our youth.
- **E7: SEEDS Pilot at Oaklawn Elementary School-** This is a community-based advocacy group that has worked with the school district Library Media staff to identify existing or to purchase elementary-appropriate books representing authors and/or characters of diversity. These books have been intentionally displayed and new selections or relevant topics are discussed with students in LMC classes. Opportunities for guest readers/speakers from UW-Stout students’ organizations representing and/or

promoting diversity are explored with classroom teachers to ensure the subject matter is age-appropriate and relevant to current curriculum topics.

- **E8: Big Brothers Big Sisters**-This program's services occur in the school setting and typical are weekly visits between students matched to a UW-Stout student with similar interests. The diversity within the population of students from UW-Stout participating in this program has been increasing in recent years.
- **E9: Second Steps: Skills for Social and Academic Success**-is in use in a variety of formats across elementary sites. It is currently being used as an embedded social skills curriculum by school counselors and classroom teachers and as a Tier 2 and 3 intervention resource with targeted small groups. With recent funding to purchase more kits, broader, embedded use is being explored across elementary sites.
- **E10: UW Stout Football and Basketball Visits**- Players from the UW Stout Football Team visited Wakanda Elementary. With several diverse players on the team, this provided a positive diversity experience for several elementary students.
- **E11: Wellness Fair** - Wakanda hosts a yearly wellness fair that educates students on the importance of healthy living and ways to improve your overall health. Elementary students visit stations, community partners come in and have interactive booths, and high school students volunteer to provide activities for kids to learn.
- **E12: Fuel Up to Play 60 Grants**-This program focuses on physical activity and healthy eating, but there are aspects of overall well-being and positive leadership skills. Promotional signage depicts racially diverse Green Bay Packer spokespersons. The annual Packer Training Camps hosted by elementary sites are also an opportunity for upper elementary students to interact with Green Bay Packer professional athletes and staff.
- **E13: February Black History month**-We still acknowledge this through a variety of venues that include, but are not limited to morning announcements, LMC bulletin boards and lessons, morning news watch in grade 5 and social studies lessons. However, we are also working to make lessons and discussions of racial diversity more relevant to the lessons being learned across curricular areas.
- **E14: April is Autism Awareness month** at Oaklawn Elementary School-student council does morning announcements to increase students' awareness and understanding of children and adults with autism. Staff wear autism themed t-shirts throughout the month.
- **E15: Lucy Calkins Units of Study Reading Curriculum**- Students are exposed to diversity within the problems, characters, settings and themes found in the literature.
- **E16: Social Studies Curriculum** - An awareness of diverse cultures is also embedded into our social studies curriculum. Examples include our third graders learning about local history, fourth graders studying Wisconsin history, and our fifth graders learning about the history of the United States.
- **E17: Guidance Curriculum**- embedded lessons about diversity and acceptance of others is across units of instruction and across grade levels.
- **E18: Positive Behavior Intervention and Supports (PBIS)**-Each of the 5 elementary schools, as well as the middle school, utilize PBIS. This is a proactive program which focuses on teaching and rewarding appropriate behavior. Less desirable behavior is addressed in a systematic and positive manner.

- **E19: All School Monthly Meetings** - Focus on developing the character traits of our students including: tolerance, acceptance, kindness, respect, responsibility, empathy etc.

Middle School Level:

- **M1: Smart Girls Rock-** Yearly event/partnership with 3M started in 2015. Between 80-100 middle school girls participate in a 2 hour “speed-mentoring” activity in which women volunteers in STEAM (Science, Technology, Engineering, Arts, and Mathematics) careers in the Menomonie Area inform students on their profession. This event exposes girls to the careers that are lacking in female representation and give them an idea of other career opportunities. Students rotate in 10 minute sessions and get a chance to speak with 18+ different women. At the conclusion of the event, students participate in a hands-on creation activity. In years past, they have made slime and ice cream.
- **M2: Loretta Claiborne Visit-** Loretta Claiborne is an American global speaker who competes in the Special Olympics. She has been honored with an ESPY Courage Award. Claiborne was the first Special Olympics athlete elected to the Special Olympics International Board of Directors. Claiborne was born partially blind and was unable to walk or talk until the age of four. She has completed over 25 marathons and has placed in the top 100 women finishers of the Boston Marathon twice. In 2000, Claiborne's life was the subject of "The Loretta Claiborne Story", a nation wide television film. Loretta Claiborne visited Menomonie High School and spoke to our students, including several of our students who receive special education services.
- **M3: Social Studies** -World Cultures curriculum
- **M4: Building Bridges-** work with Eau Claire Hmong Association
- **M5: World Religions Panel-** need description 8th grade ELA/social studies
- **M6: Dude Be Nice-** The Dude Be Nice mission is to inspire people to treat themselves and others better. Dude Be Nice presented to our student body and helped inspire our students to do just that, treat themselves and others better.
- **M7: Multicultural Club-** On-going club open to all grades. Students are exposed to guest speakers from diverse countries, cultural videos and food from all over the world, and there is an annual trip to the Festival of Nations each May. This is the parent club for both Black Leaders of Wisconsin and Building Bridges.
- **M8: Sexuality and Gender Alliance** - This club promotes equality and celebrates diversity. It is a safe space for LGTBQ+ students and their allies to support each other and socialize.
- **M9: Power Wheelchair soccer tournament-** The Middle School hosts a wheelchair soccer tournament each year. The high school has two students that play on a local team. The high school NHS students volunteer to help each year. The boys soccer team helps officiate the games.
- **M10: Lions Club leader dog Presentation-** The Menomonie Lions club hosted B.J. Blahnik and his leader dog “Goober.” The presentation focused on overcoming challenges, stopping bullying and using your talents to help others.
- **M11: Mix it Up Lunch-** Student Council led activity where students sat at tables by their birthdays.

- **M12: Black History Month Presentation-** Student driven organization raising awareness of leadership and cultural events at the Middle School, Locally, Statewide, and Nationally. Community speakers at their meetings as well as at the Black History month event have been highlights.
- **M13: Hmong Culture Festival-**
- **M14: Student Council Valentines-** Each student started the day with a positive message on their locker from student council reps.
- **M15: Dunn County Partnership for Youth -** The middle school works collaboratively with DCPY in bullying prevention and awareness as well as mental health awareness activities at lunches twice each year.
- **M16: Doing What's Right Matters at MMS Recognition-** Staff recognize students for doing helpful or positive things during the school day. Each Friday 5 nomination slips are drawn out of a fish bowl in the office. The students receive a prize and get their picture on MMS twitter and the wall by the office.
- **M17: Jason Church Presentation-** Jason is a graduate of Menomonie High School that lost both of his legs while serving in Afghanistan. He speaks all over the country and he shares of a message of perseverance, hope and overcoming challenges. Jason had to learn to walk again after being wounded. He goes skiing. He has hiked in the Andes and will graduate from UW Madison Law school this summer.
- **M18: PBIS-** This is a proactive program which focuses on teaching and rewarding appropriate behavior. Less desirable behavior is addressed in a systematic and positive manner.
- **M19: Empty Bowls Fundraiser-** Yearly event in which 20 MMS Student Council volunteers provide all day help with the Empty Bowls Fundraiser put on at the high school to promote Stepping Stones and bring awareness and aid to fighting hunger.

High School Level:

- **H1: Link Crew-** Link Crew is a high school transition program that welcomes freshmen and makes them feel comfortable throughout the first year of their high school experience. Built on the belief that students can help students succeed. Locally, our high school offers the genuine link experience to our freshman population and continually assists them throughout their first year of high school.
- **H2: Dude Be Nice-** The Dude Be Nice mission is to inspire people to treat themselves and others better. Dude Be Nice presented to our student body and helped inspire our students to do just that, treat themselves and others better.
- **H3: Anti Bullying Army Trailer-** The Army brought a semi trailer to MHS that was equipped with a “classroom” and presentation on being a leader and stepping up against bullying.
- **H4: GEAC Program-** Graduating high school students who demonstrate a strong interest in global citizenship may earn the Wisconsin Global Education Achievement Certificate (GEAC). They receive the Wisconsin Global Scholars designation by successfully completing a global education curriculum and engaging in co-curricular activities and experiences that foster the development of global competencies. GEAC programs are administered by local high schools under programs reviewed and approved by the Wisconsin Department of Public Instruction. The Department of Public

Instruction generally grants approval to schools that demonstrate the availability of courses and extra-curricular opportunities required under the policy. Menomonie High School is pleased to continually offer a GEAC program and has seen several graduates and success stories.

- **H5: GEAC World Tour-** The first annual GEAC WORLD TOUR was held at MHS this year. We had over 40 individual displays of culture, arts, entertainment and cuisine.
- **H6: Cultures Through Cuisine-** community event that brings people and cultures together through food for a global cause.
- **H7: Question Persuade Respond-** The QPR mission is to reduce suicidal behaviors and save lives by providing innovative, practical and proven suicide prevention training. The signs of crisis are all around us. We believe that quality education empowers all people, regardless of their background, to make a positive difference in the life of someone they know. Many of our students were provided a QPR training by our counseling staff and school psychologist.
- **H8: Gender Inclusive Presentations-** Counselors presented to 9th grade Health students to provide information and guidance on supporting our LGBTQ student population as well as our continued efforts in being a gender inclusive school.
- **H9: Thursday Thrill Seekers' Super Bowl Party-** For years, the MHS football team has partnered with UW Stout to participate in a Super Bowl Party at the Menomonie Leisure Center for developmentally challenged adults in the community.
- **H10: Shake It for Duchenne's-** For the past eight years, the school district has been the host site for a Zumba dance party hosted by the high school dance team and the Red Cedar Dance Company, as the local community raises money and supports efforts to fight Duchenne Muscular Dystrophy.
- **H11: International Buffett (Music/Presentations)-**
- **H12: Thirst Project-** The Thirst Project is a non-profit organization whose aim is to bring safe drinking water to communities around the world where it is not immediately available. Through our GEAC organization several students are actively involved in assisting the Thirst Project and building wells in poverty stricken countries.
- **H13: Social Emotional Learning Groups-** MHS students are identified and strategically grouped during extended learning time to amplify and extend their mindsets and improve their social and emotional growth.
- **H14: Loretta Claiborne Visit-** Loretta Claiborne is an American global speaker who competes in the Special Olympics. She has been honored with an ESPY Courage Award. Claiborne was the first Special Olympics athlete elected to the Special Olympics International Board of Directors. Claiborne was born partially blind and was unable to walk or talk until the age of four. She has completed over 25 marathons and has placed in the top 100 women finishers of the Boston Marathon twice. In 2000, Claiborne's life was the subject of "The Loretta Claiborne Story", a nation wide television film. Loretta Claiborne visited Menomonie High School and spoke to our students, including several of our students who receive special education services.
- **H15: Eva Schloss Visit -** Eva Schloss is a Holocaust survivor, peace activist, international speaker, teacher and a humanitarian. She is also the step-sister of Anne Frank who wrote the book "The Diary of Anne Frank". Eva has an incredible story of survival, grit, loss and ultimate triumph of the human spirit against all odds. Eva spoke to a number of our students regarding her story and struggle.

- **H16: Do it for Daniel-** Do It For Daniel is a film that documents a former high school student's story. The movie was created by Daniel's family to educate people about the impact of depression on young people and their families and to create a dialogue. Do it for Daniel believes that, through education, we can help stop stigma and people who suffer from depression will feel less isolated. Daniel's father spoke to our 11th and 12th graders and showed them the documentary.
- **H17: Parent Resource Fair-** Bringing together community based resources for parents, caregivers and/or friends of student with disabilities.
- **H18: Freshman and Sophomore Meetings-** School counseling team meets with all 9th and 10th grade students and parents to discuss school options. Focusing on ALL of our students regardless of socioeconomic status.
- **H19: Sexuality and Gender Alliance -** This club promotes equality and celebrates diversity. It is a safe space for LGBTQ+ students and their allies to support each other and socialize.
- **H20: Breakfast Club -** Breakfast Club's purpose is to promote a positive and inclusive school culture by offering activities that bring students together (FLIP it Forward, Leadership Activities), by educating any/all students (Teen Talks, Elem Lessons) and by including anyone in our high school to belong to the group and make a difference in our school.

District Level:

- **D1: Partnership with Menomonie Cares-** School administration and members of the school board have partnered with the Menomonie Cares group to promote welcomeness in the community by posting yard signs on school grounds, hanging posters in school buildings, and by endorsing the City of Menomonie Welcoming Proclamation. One school board member serving on the school district's diversity community also serves as a liaison to the Menomonie Cares group.
- **D2: District Diversity Committee-** During the 2017-2018 school year, a committee comprised of school employees and school board members was developed to review diversity-related issues in the school district and to develop recommendations for possible improvements.
- **D3: Bullying Response-** During the 2017-2018 school year the school district's policies and procedures related to bullying and harassment were reviewed. School administrators participated in professional development to help ensure consistency and accuracy in responding to bullying and harassment.
- **D4: Revisions of SDMA Non-Discrimination Policies-** The school board approved revisions to include protections for gender identity and gender expression in the school district's non-discrimination policies.
- **D5: Creation of Administrative Guidelines for Transgender Students-** In alignment with policy revisions approved by the school board, administrative guidelines for transgender students have been drafted and will be shared with the diversity committee and school board during the spring of 2018.
- **D6: Transgender Student Support Plan Implementation-** In alignment with the administrative guidelines for transgender students, a support plan exhibit and inventory of useful resources is being developed.

- **D7: Staff Professional Development on Student Mental Health and Wellness-** During the 2016-2017 school year a professional development keynote and series of breakout presentations were delivered by Clayton Cook, University of Minnesota College of Education and Human Development on identifying, providing and monitoring supports for overall student mental health and wellness.
- **D8: Staff Professional Development on Intercultural Communication-** During the 2017-2018 school year a professional development presentation on intercultural communication was facilitated by Leni Marshall, Ph.D - UW- Stout Intercultural Development Ambassador. This interactive workshop provided participants the opportunity to learn about common sources of misunderstandings and breakdowns, and how to be heard and understood more effectively, even when speaking with people whose cultural backgrounds are different from your own.
- **D9: Staff Professional Development on Intercultural Conflict-** During the 2017-2018 school year a professional development presentation on Intercultural Conflict was facilitated by Leni Marshall, Ph.D - UW- Stout Intercultural Development Ambassador. This interactive workshop provided participants the opportunity to learn more about practical tools to heighten awareness and help effectively manage and resolve intercultural conflicts. Improve their understanding of how culture impacts people's responses to conflict.
- **D10: Staff Professional Development by Safe Space Coalition-** During the 2017-2018 school year a professional development keynote presentation was delivered by Safe Spaces of the Chippewa Valley on creating welcoming, safe and supportive environments for all individuals. This presentation was focused on support and resources for LGTBQ+ youth and building an inclusive community.
- **D11: Staff Professional Development by Arbor Place-** During the 2017-2018 school year a series of professional development breakout presentations were delivered by Kathy Asper from Arbor Place on providing supports for students and families affected by substance abuse.
- **D12: Crisis Management Manual Update** - In alignment with the current district crisis manual, a team of individuals reviewed and modified the manual to better align with and support students involved in crises and unexpected deaths. The manual provides a comprehensive action plan for schools to utilize in the event of a student crisis.
- **D13: Free Summer Meals-** This program fills a void created when school lunches are not available. It's funded by USDA, administered by DPI, and by SDMA Food Service Program. It provides nutritious meals to children during the summer, when free and reduced-priced meals are typically unavailable. Free meals are made available to children 18 years of age and under. Persons over 18 years of age who are determined by a state or local public educational agency to be mentally or physically disabled and who also participate in a public or private non-profit school program during the regular school year may receive free meals as well.
- **D14: Project Sam-** Meals provided by Stepping Stones and available throughout the school year and at summer school sites as well as community locations for students not attending summer school.
- **D15: Mind Over Matter Camperships-** The school district partnered with Karen Hatfield and the M.O.M. group to distribute information to school district families about financial assistance to enable students to participate in summer camps/leagues/classes/activities.

Summer School Offerings:

- **S1: Boys and Girls Club-** The Menomonie Boys and Girls club is housed at River Heights Elementary School. The club offers programming for students age 8 through 5th grade. Programming is focused on the core areas of Character & Leadership, Education and Career, Health and Life Skills, The Arts, and Sports, Fitness and Recreation. The club has a diverse membership, supported by a diverse staff. They have a rich volunteer base, including many UW-Stout athletic teams, which also provide extensive diversity.
- **S2: Spanish-** Students will be introduced to Spanish by learning phrases, numbers and playing games in Spanish to gain knowledge of Spanish words and culture.
- **S3: French-** Beginner Students will be introduced to French by learning phrases/ numbers and playing games to gain knowledge of French words/ phrases/ culture.
- **S4: Yoga for Youth I. II. III-** This class will offer a fun and creative approach to yoga that is beneficial to growing bodies. This involves stretching, body awareness, coordination, strength and flexibility. Breathing and visualization techniques teach children how to focus, relax and develop self control to improve concentration, stimulate imagination and release energy in a safe nurturing environment.
- **S5: Origami-** Learn the art of Japanese paper folding. We will make traditional designs like animals and also make more advanced modulars, puzzles and mobiles.
- **S6: Mindfulness-** Students will continue learning about how their brain works and how to manage stressors in their life. By learning how their brains respond to stress students can learn strategies to quiet their mind and become better at learning information, improving relationships and recognizing when they need to just breathe.
- **S7: World Traveler-** Do you want to explore the world? We will “visit” 10 countries from around the world to learn about them. You will have your passport to travel to China, Japan, Ethiopia, Somalia, Germany, Sweden, Mexico, Brazil, India, & Australia.
- **S8: Shining Stars-** This program has been designed to support youth with special needs. Students will have the opportunity to enhance social, physical, and behavioral skills in groups with peers, while participating in fun activities.
- **S9: Pre-Vocational Skills-** This class will focus on career exploration, developing skills in the area of autodetailing, working on social skills, and participation in field trips to explore job options in the area. This course is for youth with special needs.

Matrix of Activities

| Equity | Diversity | Inclusivity | Social Emotional Learning |
|--|---|--|---|
| <p> E1, S1 E8 E12 M1 M9 H1 D4 D5 D13 D14 </p> | <p> E1, S1 E6 E7 E10 E13 E15 E16 M2 M3 M4 M5 M7 M10 M12 M13 M17 H4 H5 H6 H11 H12 H14 H15 H19 D2 D8 D9 S2 S3 S5 S7 </p> | <p> E1, S1 E14 M2 M8 M10 M17 H8 H9 H14 H17 H19 H20 D1 D6 D10 S8 S9 </p> | <p> E2 E3 E4 E5 E9 E11 E17 E18 E19 M6 M10 M11 M14 M15 M16 M18 M19 H2 H3 H7 H10 H13 H16 H18 D3 D7 D11 D12 D15 S4 S6 S9 </p> |