



Board Equity Policy Advisory

Meeting Agenda/Minutes

Tuesday, November 23, 2021 4 pm to 5:30 pm - [Virtual](#)

Attendees

Sharif Liwaru, Director Equity & Family Partnerships

Dan Goldman, Superintendent

Karen Cunningham, Board member

Diane Wilkinson, Board Member

Debbie Simons, Chief Human Resources Officer

Adriana Caron, Community Partner

LaNicia Duke, Community Partner

Janet Bucio, Administrative Specialist
Equity & Family Partnership

Agenda

Check-In

1. One thing you do to “refill your cup”

Last Meeting Follow-up

1. AC AR - Discrimination Complaint Procedure

Policy Review

Provide your feedback from answering the 4As [Use Jamboard](#)
All policies found [here](#):

1. GBA - Equal Employment Opportunity
2. GBEA - Workplace Harassment
3. IB - Freedom of Expression (conditionally required)
4. JB - Equal Educational Opportunity
5. AC - Non-Discrimination

Next Steps

1. Policies for review
2. Feedback is to be placed in the [Policy Review Form](#)

Minutes

- **Call to Order**
 - Sharif Liwaru called the meeting to order at 4:05pm on Tuesday, November 23, 2021
- **Liwaru asks the committee to share one thing that “refills their cup.”**
- **Using [Jamboard](#), the committee provides their feedback on each policy answering the 3As.**
- **A suggestion was made to consider shortening the process used to review policies in order to get to more policies sooner.**
- **The committee discusses the meaning of ‘Conditionally Required’ vs ‘Required’ and the need for further information on that definition.**
 - “ ‘CR’ means the policy is conditionally required. These policies are typically required in particular circumstances, such as a connection to a service or program; the board must adopt policy.”
 - “Policy IS required if the program or service is provided. If program or service is not offered, policy is not required”
- **The subcommittee (Liwaru, Dan, and Debbie) will meet to discuss the feedback on the Jamboard and bring back a summary to the next meeting.**
- **Diane suggested keeping the reviewing process as is and staying consistent with it.**
- **Adjourned**
 - The meeting was adjourned at 5:33pm

Action Items

Summary will be brought back to the board at the next meeting. The form or process to policy reviews will be changed according to the suggestions made by board members.

Resources

- [BEPAC Charter](#)
- [NWRESD Equity Lens](#)
- [BEPAC Goals](#)
- [Policy Review Protocol \(4As\)](#)
- [The resolution that created this Board Equity Policy Advisory Committee](#)
- [The NWRESD Strategic Plan](#)

Policies

- [Discrimination Complaint Procedure](#)
- [Hazing, Harassment, Intimidation, Bullying, Menacing, or Cyberbullying Reporting Procedures- Staff Policy](#)
- [Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence, Domestic Violence- Student Policy](#)
- [Public Complaints Policy](#)
- [Sexual Harassment Policy](#)
- [Staff Complaints Policy](#)