



# Board Equity Advisory Meeting

Meeting Agenda/Minutes

Tuesday, October 26, 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

**Mariana Zaragoza**, Regional Educator  
Network Facilitator

**Adriana Caron**, Community Partner

**LaNicia Duke**, Community Partner

**Janet Bucio**, Administrative Specialist  
Equity & Family Partnerships

## Agenda

### Check-In

1. Introducing LaNicia Duke
2. Family, Student, or Friend/Acquaintance who inspires you.

### Review

1. Review of Policy: [Discrimination Complaint Procedure](#).
  - a. What do you Agree with in the policy?
  - b. What do you want to Argue with in the policy?
  - c. What parts of the text do you want to Act upon(recommend Additions to)?

### New Business

1. [Next policies for review](#) - Debbie Simons

## Minutes

- **Call to Order**
  - Sharif Liwaru called the meeting to order at 4:05pm on Tuesday, October 26, 2021
- **Sharif Liwaru introduced LaNicia Duke to the committee and asked all members to introduce themselves, their title, and name someone that inspires them.**
- **Overview of the [NWRESD Equity Lens](#)**
- **The Committee uses '[Jam Board](#)' to insert their feedback on the [Discrimination Complaint Procedure](#)**

### **A few topics and questions brought up by the committee are:**

- There is a clear understanding of proper procedure to follow when filing a complaint (who to talk to depending on who the subject of complaint is).
  - Should it be available in other languages?
    - The NWRESD website has transitioned the policies from PDFs to web pages. Through the website, there are now approximately 107 different translations.
  - Consider creating a group of people to review incoming discrimination complaints to follow the procedure properly.
  - What is the perception? Is the group revising these able to empathize with the person filing the complaint?
- **Debbie Simons presents the packet of *new* policies that have been provided by OSBA.**
  - **Next Steps after reviewing the policies:**
    - Suggestions will be reviewed by Liwaru, Debbie, and Dan. They will create a draft revision and return to the committee for review and approval. Once the committee has approved of a draft, the policy will be presented to the NWRESD Board, and considered for adoption.
  - **Meeting Structure Suggestions:**
    - Send out Jam Board ahead of time for the committee to fill out

**The board came to a general consensus to review the 6 policies in the new policies folder and answer the 4As for each policy. Liwaru will return to the next meeting with a summary of the feedback provided.**

- **Adjourned**
  - The meeting was adjourned at 5: 33pm

## Action Items

The committee will review the policies found in the [New Policies Folder](#) and provide their feedback, answering the 4As. Feedback is to be placed in the [Policy Review Form](#).

## 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](#)
- [New Policies Folder](#)

## Policies

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