Northwest Regional Education Service District

Board Equity Policy Advisory

Meeting Agenda/Minutes   Tuesday, September 28, 2021 4 pm to 5:30 pm - [Virtual](#)

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Attendees

Sharif Liwaru, Director Equity & Family Partnerships

Dan Goldman, Superintendent

Karen Cunningham, Board member

Maureen Wolf, Board Member

Diane Wilkinson, Board Member

Debbie Simons, Chief Human Resources Officer

Carmen Restrepo, Community Partner

Mariana Zaragoza, Community Partner

Adriana Caron, Community Partner

Janet Bucio, Administrative Specialist Equity & Family Partnerships

Agenda

Check-In - Welcome back and Welcome new members

1. Who are you?
2. What brings you to the table

Review

1. Understanding our charter and purpose
2. Review of work to date

Last Meeting Follow-up

1. Policies related to Student and Staff
   a. Microaggressions
   b. Safety and Security

New Business

1. [Policy Review Protocol (4As)](#)

2. Welcoming/Approval of members
    a. Board
        i. Karen Cunningham
        ii. Maureen Wolf
        iii. Diane Wilkinson
    b. Staff
        i. Debbie Simons
    c. Community
        i. LaNicia Duke
3. Discussion of next steps
    a. Review of Policy
        i. Arise
        ii. Agree
        iii. Argue
        iv. Aspire
    b. Action items

Minutes

- **Call to Order**
    - Sharif Liwaru, Director of Equity and Family Partnerships called the meeting to order at 4:04pm on September 28, 2021

- **Introductions**

Each Board member shared their interests, past experience with equity, and why they decided to be a part of the Board Equity Policy Advisory Committee.

- **NWRESD Board Members**: Maureen Wolf, Karen Cunningham, Diane Wilkinson
- **Community Partners**: Adriana Caron, Carmen Restrepo
- **NWRESD Staff**: Dan Goldman, Mariana Zaragoza, Debbie Simons, Sharif Liwaru
    - **Support**: Janet Bucio
- **Review of BEPAC Charter and BEPAC work to date**
- **Review on the structure of the BEPAC**
    - Minutes will be sent out after the meeting
    - Meeting reminders will be sent a week before the meeting

- Any action items or pre-work will be provided 2-3 weeks before the meeting
- Policy review process
  - Board members suggested making all policies accessible, but focus on two at a time.
  - Board members suggested reviewing Administrative Rules to obtain additional insight on the policies.
- Board suggested the first policy for review should be the Discrimination Complaint Procedure
- **Overview of Policy Review Protocol (4As)**
  - What Assumptions does the author of the text hold?
  - What do you Agree with in the text?
  - What do you want to Argue with in the text?
  - What parts of the text do you Aspire to?
- **Welcoming/Approval of new members**
  - **Introducing LaNicia Duke**

Sharif Liwaru presented LaNicia Duke and her work in equity, while also sharing that she will be a great addition to the Board Advisory Policy Advisory Committee.

  - BEPAC is in unanimous consensus to recommend LaNicia Duke for addition to the committee as a community member
  - Invite LaNicia to join the next Board meeting for the Board members to have an opportunity to meet her and ask her questions as she is presented for board's official approval.
- **Next Steps**
  - BEPAC members will read all the topic related policies and review the first two policies that we will focus on and move forward with in the October meeting.

- **Adjourned**
  - The meeting was adjourned at

Action Items:

Review all policies (listed below) for context. Prepare in advance for examining the policy in the next meeting by highlighting and writing notes/comments in answer to the following questions:

- What do you Agree with in the policy?
- What do you want to Argue with in the policy?
- What parts of the text do you want to Act upon (recommend additions to)?

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

- 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
- Student Conduct on School Buses
- Personal Electronic Devices on Social Media- Staff
- Sexual Harassment