



Board Equity Policy Advisory

Meeting Agenda/Minutes

Tuesday, January 04, 2022 4 pm to 5:30 pm - [Virtual](#)

Attendees

Sharif Liwaru, Director of Equity & Family Partnerships

Dan Goldman, Superintendent

Maureen Wolf, Board Member

Diane Wilkinson, Board Member

Debbie Simons, Chief Human Resources Officer

Adriana Caron, Community Partner

LaNicia Duke, Community Partner

Carmen Restrepo, Community Partner

Mariana Zaragoza, Community Partner

Janet Bucio, Administrative Specialist
Equity & Family Partnership

Agenda

Check-In

1. [Liberatory Design](#): Practice Self Awareness
 - a. Movie or Short film you would recommend others to see

Review

1. Feedback on [policies reviewed last meeting](#)
 - a. Non-Discrimination
 - b. Equal Employment Opportunity
 - c. Workplace Harassment
 - d. Equal Educational Opportunity
2. Policy Review process and changes ([Template](#))

Next Steps

1. Policies for review
2. Recommendations of board policy areas to address next

Minutes

- **Call to Order**
 - Sharif Liwaru, Director of Equity and Family Partnerships called the meeting to order at 4:05pm on January 04, 2022
- **Check-in**
 - 1. Liwaru introduces the Liberatory Design cards and asks the committee to name a movie they would recommend to someone as they reintroduce themselves and their roles.
- **Review 1.**
 - Debbie Simons introduces the policies that have been reviewed and cleaned up. The committee reviewed the following policies:
 - AC D1 - Non-Discrimination
 - GBA D1 - Equal Employment Opportunity
 - GBEA D1 - Workplace Harassment
 - JB D1 - Equal Education Opportunity
 - Questions while reviewing policies are:
 - Is this committee in charge of defining what retaliation looks like?
 - Suggestion: The committee can create a document examples of retaliation
 - How do we communicate it out to families? Is outreach an option?
- **Review 2.**
 - Liwaru presents a new document template for the committee to use to provide their feedback and asks for any suggested changes.
 - LaNicia suggested using a spreadsheet, or google form that leads to a spreadsheet, to be able to sort information and to be able to obtain additional information such as: the person that added the comment, time, date, etc.
 - Mariana considered a table that shows the recommendations made on each policy and what has been adopted by the board; also, a way to add the policy in the document and work simultaneously while adding the feedback.
 - ACTION: Liwaru and Janet will meet to review the Policy Review Process

- **Next Steps 1.**
 - Liwaru shares a recent request to create a policy that addresses equity in spending. A collaboration with Dan Goldman, Superintendent and Lori Baker, NWRESD Chief Financial Officer.
 - Dan suggests also returning to discussing policy that address microaggressions discrimination.
 - ACTION: Mariana will send a sample policy related to Microaggressions
 - ACTION: Liwaru will send a policy related to Equity in Spending.
- **Adjourned**
 - The meeting was adjourned at 5:26pm.

Action Items

- Liwaru and Janet will review the policy review document template and make any updates suggested by the committee by COB (close of business) 1.7.22
- Mariana will send a sample policy related to Microaggressions by COB 1.10.22
- Liwaru will send a policy related to Equity in Spending by COB 1.10.22
- All BEPAC members review and provide feedback on Microaggressions and Equity in Spending sample policies by BEPAC meeting 1.25.22

Resources

- [Cleaned up Policies](#)
- [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](#)