



Board Equity Policy Advisory

Meeting Agenda/Minutes Tuesday, January 25, 2022 4 pm to 5:30 pm - [Virtual](#)

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

Adriana Caron, Community Partner
LaNicia Duke, Community Partner
Mariana Zaragoza, Community Partner
Mithu Dasgupta, Guest
Janet Bucio, Administrative Specialist
Equity & Family Partnership

Agenda

Check-In

1. Liberatory Design Mindset - Work to Transform Power
 - a. What is a recent or future hobby you have/would like to start?

Review

1. Review [Microaggression Sample](#) policy feedback
2. Review [4 Administrative Rules](#) and provide feedback
 - a. AC-AR - Discrimination Complaint Procedure
 - b. KL-AR - Public Complaint Procedure
 - c. GBEA-AR - Workplace Harassment Reporting and Procedure
 - d. GBNA/JHFF-AR - Suspected Sexual Conduct Report Procedures and Form
3. Policy Review process ([Google Form](#))
 - a. [Responses Spreadsheet](#)

Next Steps

1. Future policies for review (Equity in Spending)

Minutes

- **Call to Order**
 - Sharif Liwaru, Director of Equity and Family Partnerships called the meeting to order at 4:05pm on January 25, 2022
- **Check-in**
 - Liwaru introduces the Liberatory Design card, Work to Transform Power and asks the committee to share a hobby they currently have or wish to start.
- **Review 1**
 - The Board reviews the feedback from the committee on the Microaggression sample policy. Topics that came up for discussion are:
 - A different group of people should take a look at this policy and also provide their feedback (consider the Equity Affinity Group).
 - The language can be intimidating for some people who are just starting their equity journey.
 - The language may not be universal enough for everyone to understand (consider adding hyperlinks that include definitions to words).
 - Policy relevant definitions will be included within the policy.
 - Resources for people to help understand the language can be found in the Resources Folder.
 - ACTION : Liwaru will incorporate feedback and bring it back to the Board at the next meeting.
 - ACTION: Resources for people to be able to understand the language will be created and shared with the committee.
- **Review 2**
 - Debbie Simons introduces the AR's and reviews feedback from the committee. Topics that came up for discussion are:
 - AC-AR
 - Who is putting these policies into practice?
 - After these policies have gone through, it will require training for the administrators.
 - GBEA-AR

- There is inconsistency between the ARs (the language)
- How will reporters identify who the compliance officer is or who their 'go-to' person is?
 - For NWRESD staff, the Chief Human Resources Officer is the person to go to.
- GBNA/JHFF-AR
 - If there should there be a suspected sexual conduct to report, you should not have to read the entire document to figure out how to report.
 - Needs to be easily accessible and there should be just one form.
 - Make things more consistent or a process that helps them navigate.
 - Consider creating a link that goes to ONE form for people to fill out.
- KL-AR
 - Address the language that states that the reporter should first try to 'work things out' with the other person.
 - Accessibility: [Read All Text](#)
- **Next Steps**
 - NWRESD Chief Financial Officer, Lori Baker, will be joining the committee in February to discuss the Equity in Spending policy.
 - ACTION: Liwaru and Janet will add the Equity in Spending Policy in the Sample Policies Folder for the committee to review and provide their feedback.
 - ACTION: Chief of Human Resources, Debbie Simons, and Liwaru will meet regarding the input from the Equity Affinity Group.

Adjourned

- The meeting was adjourned at 5:33 pm

Action Items

- Liwaru will add resource in the BEPAC folder
- Liwaru and Janet will add the Equity in Spending Policy in the Sample Policies Folder for the committee to review and provide their feedback on.

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- Liwaru will incorporate feedback from the Equity Affinity Group and bring it back to the Board at the next meeting.
 - Chief of Human Resources, Debbie Simons, and Liwaru will meet regarding the input from the Equity Affinity Group.
 - Liwaru will create a BEPAC Policy Tracking sheet

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](#)