



Board Equity Policy Advisory

Meeting Agenda

Tuesday, February 22, 2022 4 pm to 5:30 pm - [Virtual](#)

Attendees

Sharif Liwaru, Director Equity & Family Partnerships
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
Carmen Restrepo, Community Partner
Mariana Zaragoza, Community Partner
Mithu Dasgupta, Guest
Lori Baker, Guest
Janet Bucio, Administrative Specialist
Equity & Family Partnership

Agenda

Check-In

1. What do you miss most about childhood?
2. Liberatory Design for Equity

Review

1. [Status of Reviewed Policies](#)
2. [Affirmation Policy](#) Update (w/ Equity Affinity Feedback)

Next

1. Equity in purchasing w/ Lori Baker, CFO

Minutes

- **Check-in**
 - For this month's check-in, the BEPAC members and guests are asked to share something they miss most about their childhood.
 - Liwaru shares a presentation on the Liberatory Design Mindset.
- **Review 1:**
 - The committee reviewed the [Policy Tracking Spreadsheet](#) and provided their feedback for improvement.
 - ACTION: Janet will make the suggested edits on the spreadsheet to match the language used by the Board.
- **Review 2:**
 - The committee reviewed feedback from the Equity Affinity Group on the [Microaggression Policy Sample](#). Topics that came up for discussion are:
 - This policy is not just for employees. This policy goes for everyone including, staff, students, parents, and board members. It should be grouped with the following categories: G - Personnel and J - Students
 - Naming of the Policy: The Equity Affinity Group suggested changing the name to 'Affirmation Policy'.
 - BEPAC Feedback:
 - Changing the name of the Policy to 'Affirmation', could lead to losing the point we are trying to get across.
 - Some members appreciate the positive measure of using 'Affirmation' instead of 'Microaggression'.
 - The two words, Affirmation and Microaggression do not align. Affirmation does not clearly state what we are trying to address with this policy.
 - There are policies named by what they are addressing (i.e. anti-bullying, sexual harrassment, etc.). Why change this?
 - The word 'microaggression' is not common and a lot of people do not know what it is. Is there a process in place that educates staff on this word?
 - The language in these policies should be all the way inclusive.

- ACTION: Liwaru will take this feedback back to the Equity Affinity Group and ask clarifying questions.
- **Next meeting (March)**
 - NWRESD Chief Financial Officer, Lori Baker will be joining to review the Equity in Spending sample policy.
 - ACTION: Discrimination complaint form will be created by Debbie.

Adjourned

- The meeting was adjourned at 5:35pm

Action Items

- Janet will make the suggested edits on the spreadsheet to match the language used by the Board.
- Liwaru will take this feedback back to the Equity Affinity Group and ask clarifying questions.
- Discrimination complaint form will be created by Debbie.
- All BEPAC members review Equity in Spending Policy and provide their feedback on the Policy Feedback Form (document will be shared with the committee when the first draft is complete).

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](#)