



Board Equity and Policy Advisory

Meeting Agenda/Minutes

Tuesday, March 29, 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

Janet Bucio, Administrative Specialist
Equity & Family Partnership

Agenda

Check-In

1. How was your Spring Break?

Review

1. Equity Affinity Group feedback on [Microaggression Policy](#)
2. [Complaint Form](#) Created by Debbie Simons
3. [Equity in Spending Sample Policy Feedback](#)
 - a. [ESD Purchasing Policy](#)

Minutes

- **Check-in**
 - For this month's check in, the committee shared how their spring break went.
- **Review 1:**
 - Liwaru shares with the committee that the Equity Affinity group agreed that the strength based title was a good idea, but believed it would be clearer to include the 'Microaggression' in the title. E.g. Microaggression or Anti-Microaggression policy.
 - The name of the policy has yet to be determined, however the policy is in its final text form.
 - The committee agrees that the next step for the Microaggression sample policy is to send it over to the OSBA legal team.

- **Review 2:**

Review of the Complaint Form was tabled to our next meeting in April.

- **Review 3:**

- The committee reviewed the ESD Purchasing sample policy feedback and the following topics came up for discussion:
 - Identifying contract limits
 - Limits for personal use
 - How is 'feasible' defined?
 - The ESD should consider having a purchasing agent or department to assist all staff with purchases
 - This will mean divesting something in the budget to ensure there is room for this.
 - What process do we have in place to ensure that people of color and minority vendors (women) are also taken into consideration?
 - How do we go above and beyond to ensure we are supporting them?
 - Ensure the language of the policy does not "water it down", to where it does not emphasize the message we are trying to get across.
 - Committee suggests putting the policy in place and seeing the data. Soon after, the ESD can plan to see how to adjust based on the data.

- The committee is on board with this policy and suggests sending it off to the OSBA Legal team along with the Microaggression policy in order to get the approval process started.
 - Adjustments can be made if needed.
- ACTION: Debbie and Liwaru meet to discuss the sample policies and plan to get those out to legal.
- **Next meeting**
 - Committee will review the complaint form created by Debbie
 - Liwaru will provide an update on the Microaggression and ESD Purchasing policies' movement.
 - The committee will have the opportunity to share add their input on the following question:
 - What policies do you suggest we take a look at next?

Adjourned

- The meeting was adjourned at 4:50pm

Action Items

- Debbie and Liwaru meet to discuss the sample policies and getting those out to the OSBA legal team
- Janet update the policy tracking spreadsheet

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](#)
- [Policy Feedback Form](#)

Policies

- [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](#)