



# Board Equity Policy Advisory

Meeting Agenda/Minutes

Tuesday, August 23rd, 2022 4 pm to 5:30 pm - [Virtual](#)

## Attendees

**Karen Cunningham**, Board Member

**Diane Wilkinson**, Board Member

**Maureen Wolf**, Board Member

**Adriana Guerrero**, Community Partner

**Sharif Liwaru**, Director Equity & Family Partnerships

**Debbie Simons**, Chief Human Resources Officer

**Dan Goldman**, Superintendent

**Huxley Shelton**, Administrative Specialist

## Agenda

### Check-In

1. Where do you draw your energy?

### Review

1. What policies did you review?

### Last Meeting Follow-up

1. [Policies](#) provided by CHRO Debbie Simons
  - a. [IGBI - Bilingual Education](#)
  - b. [IA - Instructional Goals](#)
  - c. [IB - Freedom of Expression](#)

### New Business

1. Next policies for review
2. December 27th Scheduled Meeting - Do we adjust? (Jan 3 or Dec 20)

## Minutes

- **Check In**
  - Sharif Liwaru, Director of Equity and Family Partnerships, starts the meeting with the check-in.
- **Review 1: Policy Review**
  - The committee discussed outstanding policies that need to be reviewed.
  - The committee noted that several policies are five years old and should be reviewed for efficacy and relevancy.
  - The committee discussed prioritizing policies that may benefit from both an Equity lens and a legal lens.
  - Debbie Simons, CHRO, noted that she has received a batch of around 30 policies that require review from OSBA. These will be reviewed and relevant policies for the committee to review will be sent out to members by Liwaru.
  - The committee discussed the need to revisit policy review flow/cycle and prioritize efficiency and mindfulness when it comes to policy review.
- **Follow Up 1: Policies**
  - Debbie Simons, CHRO, discussed three outstanding policy updates with the committee.
    - [Policies](#) provided by CHRO Debbie Simons that are slated for Board approval in September:
      - [IGBI - Bilingual Education](#) - It was noted that the biggest change was the addition of “and other educational activities” to the policy to support access more officially.
        - It was noted that our current top three languages are Spanish, Chinese, and Arabic.
      - [IA - Instructional Goals](#) - It was noted that there were some fairly significant language changes.
      - [IB - Freedom of Expression](#) - In bullet number 2, attention was drawn to the bracketed language of “current list of officers.”
        - The committee discussed the pros and cons of this language and voted to omit the language.
          - Follow up: Debbie Simons, CHRO, will discuss the potential student impact of this omission with student leadership leads .
    - The committee was informed that the changes made were primarily in the form of updating and cleaning up language.

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- **New Business 1: Next Policies for Review**

- Policies that were noted from the shared list that are of interest were decided upon, including an acknowledgement that policies provided by Debbie Simons, after her OSBA review, will also be added. Communications forthcoming. The highlighted current policies were:
  - Menstrual Dignity Guidance from last session.
    - House Bill 3294 was introduced but no policy language was provided at this time. It was decided that we should discuss if a policy is warranted and if that policy should only encapsulate students, or staff at ESDs as well.
  - Policies related to Political Issues (GBG) and Teaching of Controversial Topics (IBG) were emphasized as important and the committee would like to prioritize these.
  - Policy regarding student demonstrations
    - The committee discussed re-evaluation of this policy with our values and the reality of support that our students need and have access to in mind.

- **New Business 2: December Meeting**

- The Committee discussed the December meeting date as it currently stands and voted to combine the November and December meetings into one meeting on December 6th. Huxley, Administrative Specialist, will reschedule the meeting.

- **New Business 3: Additional Items**

- Liwaru will send out policies by the end of next week that the committee will focus on for this next session.
- Dan Goldman, Superintendent, announced that September is when the Board will make a final decision on Committee membership guidelines. He expressed in transparency that because BEPAC impacts the governance decisions of the Board, it is more formal than other committees in that respect and decisions will be made about membership terms and guidelines going forward.
- The Board reiterated that these Board Equity Policy Advisory Committee sessions will remain virtual to support community representatives's access. .

## Action Items:

- The committee will reorient and recontextualize our policy workflow.
- The committee will discuss and recontextualize why our committee was created and for what purposes.
- The committee will review the Menstrual Dignity Guidance and explore avenues of input and potential policy creation.

## 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](#)