



Board Equity Policy Advisory

Meeting Minutes

Tuesday, October 25th, 2022 4 pm to 5:30 pm - [Virtual](#)

Attendees

Yadira Martinez, Board Member
Ernest Stephens, Board Member
Diane Wilkinson, 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. What was your biggest win of the month so far?

Overview

1. New mandatory policies
2. Review input on GBEA, GCDA, and JGAB
3. Update on BEPAC Vacancies

New Business

1. [Policies for Consideration](#)

Last Meeting Follow-up

- a. Past policy: [GBEA](#) - Workplace Harassment
- b. Current policies reviewed:
 - i. [GCDA](#) - Criminal Records
 - ii. [JGAB](#) - Use of Restraint
- c. Community vacancies

Minutes

- **Check In**
 - Sharif Liwaru, Director of Equity and Family Partnerships, starts the meeting with the check-in.
- **Review 1: New Mandatory Policies**
 - Debbie Simons, CHRO, shared a [Policy Summary Collection](#) with the committee, which details new mandatory policies that either need to be updated, or have been updated but need to be double checked.
 - The policies in the first column are required, the green are done, and the yellow are worked on but not “done.”
 - Debbie brought forward the following three policies, which she recommends for the committee to review (dates are the policy update they went through in):
 - [JFC – Student Conduct](#), Highly Recommended (2021)
 - [JFCM – Threats of Violence](#)** , Highly Recommended (2020)
 - [JFCJ – Weapons in Schools](#)** , Required (2021)
 - The committee discussed what other policies stood out for them to review based on requirement status, impact, and applicability to our student base, and highlighted the following:
 - [JGE - Expulsion](#), Required (2019)
 - [JED – Student Absences and Excuses](#)** , Required (2019)
- **Review 2: Review input on GBEA, GCDA, and JGAB**
 - Liwaru shared committee input/reflection that was submitted via the policy review form regarding the policies address in the last session.
 - **[GBEA](#) - Workplace Harassment**
 - Liwaru provided follow ups to the action items re: student Immigration Status and discrimination based on area/zip code of inhabitation and clarified that Immigration Status is protected in the student policy, and that the any perceived harassment would warrant complaint.
 - A question was raised about whether a timeline for complaints would need to be explicitly stated in a policy like this, and it was expressed that they do not.
 - [The AR](#) was highlighted as the place for more specificity.
 - The committee agreed the addition of “gender identity” as a protected class was valuable and suggested the ESD provide additional resources to help educate staff and stakeholders on resources regarding harassment based on gender identity.
 - **[GCDA](#) - Criminal Records**

- The committee discussed uniformity of process across departments and what that could look like, considering Early Learning requires more regular background checks after hiring.
- An argument for using “will” over “may” in the notification and termination sections was discussed. The committee agreed to leave “may” to allow for a more case by case approach based on identity and circumstance vs. systemic inequalities.
- The committee discussed how the ESD can quicken the background check process given the backlog.
- **JGAB - Use of Restraint**
 - The committee discussed how volunteers fit into this policy and training practices.
 - The committee agreed volunteers should be explicitly aware of what they can and cannot do.
 - The committee decided Debbie would follow up with Cathy Jensen, Executive Director of Special Student Services, regarding volunteer training procedures and how it relates to this policy.
- **Review 3: Update on BEPAC Vacancies**
 - Liwaru informed the committee that the time period for community member vacancy interest applications will be extended.
 - Another email will be sent out to be shared.

Action Items:

- Debbie Simons, CHRO, will discuss volunteer procedures related to JGAB with Cathy Jensen, Executive Director of Special Student Services.
- Sharif Liwaru, Director of Equity and Family Partnerships, will reshare an email call for community board member applications.
- Members of the Board Equity Policy Advisory Committee will share Liwaru’s email with community partners.
- Members of the Board Equity Policy Advisory Committee will review the new policies for consideration above, and enter their feedback into the [Policy Review Form](#).

Resources

- [BEPAC Charter](#)
- [NWRESD Equity Lens](#)
- [BEPAC Goals](#)
- [Policy Review Protocol \(4As\)](#)

Policies

- [AC AR - Discrimination Complaint Procedure](#)
- [GBNA AR - Hazing, Harassment, Intimidation, Bullying, Menacing, or](#)

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- [The resolution that created this Board Equity Policy Advisory Committee](#)
 - [The NWRESD Strategic Plan](#)
- [Cyberbullying Reporting Procedures- Staff Policy](#)
 - [JFCF - Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, it Teen Dating Violence, Domestic Violence- Student Policy](#)
 - [KL - Public Complaints Policy](#)
 - [JBA/GBN - Sexual Harassment Policy](#)
 - [GBM - Staff Complaints Policy](#)