



Board Equity Policy Advisory

Meeting Minutes

Tuesday, December 6th, 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

~~What could you do without right now?~~ What could you use more of right now?

Overview

1. Board policy review
2. Review applicants for BEPAC
3. Input on policy equity areas to address

Review/Last Meeting Follow-up

4. [JFCJ: Weapons in Schools](#)
5. [JFCM: Threats of Violence \(Proposed\)](#)
6. [JFCM: Threats of Violence \(Existing Policy\)](#)

New Business

1. New Members [Link](#)
2. Next policies for consideration

Minutes

- **Check In**
 - Sharif Liwaru, Director of Equity and Family Partnerships, starts the meeting with the check-in.
- **Review 1: Board Policy Review**
 - **JFCJ: Weapons in Schools Feedback**
 - The committee discussed their feedback regarding the policy JFCJ.
 - Debbie Simons, Chief Human Resources Officer, starts the discussion of the policy by highlighting important points, while also recommending that the JFCJ and JFCM policies be looked at together:
 - The website previously linked to the wrong policy.
 - There was an acknowledgement of the nuance needed within this policy and the application—kids are kids and will make mistakes that could potentially have extensive consequences. Thought point proposed: How do we equitably allow for those mistakes, absent of the intent to harm, while also ensuring that it does not happen again?
 - Other considerations: Who contacts parents and what is the procedure for working through that process?
 - A committee member noted that this policy applies to students and inquired about a separate policy for staff/adults.
 - Dan Goldman, NWRESD Superintendent, located the staff policies and linked it to the committee members. It is policy number GBJ and can be found [here](#).
 - Superintendent Goldman noted that these policies are very similar and use the same language. Thus, any changes or edits made to the student policy (JFCJ) should also be reflected on GBJ.
 - The committee discussed equity issues within this policy, including: racial disparities, potential biases, adjustable expulsion terms, etc.
 - The committee discussed the meaning of “promptly” within the policy and whether that word needed further clarification. The committee decided to keep the language as-is.
 - The committee discussed the new clarifying language within the prohibited weapons category, and agreed that clarifying language/re-listing of what qualifies as a weapon was not needed in the paragraph following afterwards which discusses replicas.
 - The committee mutually liked the “prior supervisor” language addition and agreed to keep it.
 - In reference to the section proposing the adoption of either “will” or “may” regarding gun free school zone signs, the committee agreed to adopt “may.”
 - **JFCM: Threats of Violence (Proposed) Feedback**

- Debbie Simons, Chief Human Resources Officer, starts the discussion of the policy by highlighting important points:
 - Within the model policy, the missing element was how we notify the parent(s).
 - In the second paragraph, responsibility was recommended to be given to the principal
 - The committee agreed to this language and approved it.
 - The committee discussed the notification piece, as well as the timeline. Currently, it lists notice within 12 hours of discovery, with written notice within 24 hours if not able to reach the affected person(s).
 - The committee agreed on this.
 - The committee discussed the implications of this policy through the lens of our student demographics. The ESD serves a population of students with higher emotional needs and with the potential tendency to escalate language in order to get their needs met.
 - The committee agreed to continue thinking about the policy through this lens and provide feedback.
 - The committee discussed the implications of placing property and people at an equal level within the policy. Given that the ESD also has a [Care of NWRESD Property Policy \(JFCB\)](#), the committee discussed potentially removing the property element from JFCM.
 - Debbie Simons, CHRO, will consult with OSBA to determine the allowance for that edit, and what ramifications that may have on the policy.
- **Review 2: Review Applicants for BEPAC**
 - Liwaru presented the [interest applications](#) for the 2 open community seats on the Board Equity Policy Advisory Committee.
 - The committee agreed to review the applications, and [vote](#) on the top two desired choices before the January Meeting.
 - After the two choices are selected, the choices will go to the Board for approval at their February meeting.
- **Review 3: Input on Policy Areas to Address/What's Next**
 - Debbie Simons, CHRO, expressed that she does not currently have any new OSBA policies to elevate, but that she does have several policies that she is discussing with program directors. Any relevant policies will be sent to committee members with the minutes for review, if relevant.
 - Liwaru asked the committee if they had any equity topics in terms of policies that they see frequently in their work and would like to address. The following topic was addressed:
 - Translations
 - The committee discussed how translation offerings and accessibility may not need to be stated in every policy, as well as how the automatic translation on the website is flawed.

Action Items:

- All committee members will [review the community seat applicants](#).
- All committee members will [vote on their top two community seat choices](#).
- Dan Goldman, NWRESD Superintendent, and Debbie Simons, CHRO, will look further into the policies regarding destruction of property, and consult with OSBA about the omission of property from JFCM.
- **Debbie Simons** add new policies for consideration by January 10, 2023
- All committee members will review the policies for consideration for our January 24th meeting and [provide feedback](#).

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

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