



Board Equity Policy Advisory

Meeting Minutes

Tuesday, January 24, 2023 4 pm to 5:30 pm - [Virtual](#)

Members

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 brings you the most joy at work?

Overview

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

Review/Last Meeting Follow-up

4. New Members [Link](#)

New Business

1. [JFCF G1](#) Harassment, Intimidation, Bullying, Cyberbullying, Teen Dating Violence, or Domestic Violence – Student
2. [IGAI G1](#) Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education
3. Next policies for consideration

Minutes

- **Check In**
 - Sharif Liwaru, Director of Equity and Family Partnerships, starts the meeting with the check-in.
- **Overview 1: Review Applicants for BEPAC**
 - The committee reviewed the top two candidates for the two open community seats and agreed to accept Shira Long-Strand and Rosario Echeverria into the positions.
- **Overview 2: Board Policy Review**
 - Debbie Simons, Chief Human Resources Officer, introduced two new policies for the committee to review.
 - **Policy Review 1: [JFCF G1](#) Harassment, Intimidation, Bullying, Cyberbullying, Teen Dating Violence, or Domestic Violence – Student**
 - Debbie Simons noted that “gender identity” was added as a protected class.
 - Sharif Liwaru confirmed that bracketed elements are optional additions, not required.
 - The committee agreed to accept the bracketed language into the policy, including the addition of the definition of menacing.
 - The committee discussed how one-off bullying applies in this policy, and decided that the central thesis of this policy is effect on the victim.
 - The committee discussed how language of origin applies to the protected classes, and referred to a previous policy conversation where it was included under “national origin.” The committee accepted this interpretation.
 - The committee discussed the inclusion of student safety and reassurance when it comes to reporting within this policy. It was decided that it was something more accurately conveyed in a student handbook.
 - **Policy Review 2: [IGAI G1](#) Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education**

- Debbie Simons informed the committee that the biggest change in this policy was the last paragraph, which explicitly outlines the addition of menstrual education that is inclusive and affirming.
 - The committee was informed the change was largely informed by the passing of the Menstrual Dignity Act.
- The committee discussed what was meant by “medically accurate” and how that could be used to be non inclusive.
 - The committee found this definition from the [ODE rulings: \(I\)](#) “Medically accurate” means information that is established through the use of the ‘scientific method.’ Results can be measured, quantified, and replicated to confirm accuracy, and are reported or recognized in peer-reviewed journals or other authoritative publications
- **Overview 3: Input on policy equity areas to address**
 - Sharif Liwaru created space for the committee to provide input on policy areas that are coming up in their work that they would like addressed. No new areas were proposed.

Action Items:

- Sharif Liwaru will re-look at the code of conduct to see what the language is for students regarding the harassment policies to see if student protection and safety is being properly conveyed.
- Debbie Simons will review and compile new policies for the next session.

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](#)