



Board Equity Policy Advisory

Meeting Minutes

Tuesday, April 25, 2023 4 pm to 5:30 pm - [Virtual](#)

Attendees

Ernest Stephens, Board Member

Diane Wilkinson, Board Member

Sharif Liwaru, Director Equity & Family Partnerships

Dan Goldman, Superintendent

Huxley Shelton, Administrative Specialist

Agenda

Check-In

What is the strangest coincidence that ever happened to you?

Overview

1. Equity Lens
2. Policies to review
3. Office of Equity and Family Partnerships
4. Next policies and areas of equity action

Review/Last Meeting Follow-up

1. [Equity Lens](#)

New Business

2. Policies
 - a. [JGE G1](#) - Expulsion
 - i. [Former \(Current\) Expulsion policy here](#)
 - b. [ICB G1](#) - Religious Holidays (New, Optional)

3. Overview of the Office of Equity and Family Partnerships
<https://www.nwresd.org/equity>
4. The Antiracist Multicultural Continuum ([Spanish](#) / [English](#))

Minutes

- **Check In**
 - Director of the office Equity and Family Partnerships, Sharif Liwaru, starts the meeting with the check-in.
- Review Item #1: Equity Lens
 - Sharif Liwaru reintroduced the committees to the NWRESD Equity Lens, and regrounded them in the tool.
 - The committee discussed how often when these tool are available they become invisible and were reminded that this lens is central to our protocol and process, and that this committee itself is a key example of the Equity Lens in action.
 - Since the lens was created as early as 2018, the committee suggested that it could be revisited and updated.
- New Business Item #1: Policies
 - Policy 1: [JGE G1](#) - Expulsion
 - [Former \(Current\) Expulsion policy here](#)
 - The committee discussed what this policy looks like in practice, and how the ESD itself does not expel any kids, though it is a model policy for us to have—though our component districts' policies may look different.
 - Dan Goldman, Superintendent, recommended that the committee select the first section of bracketed language to adopt, which delegates the hearings officer role to the office of the superintendent, who would then hire an outside hearing officer.
 - This choice adds an additional layer of process, where the building principal would make a recommendation for expulsion and then it would go to an initial hearing with the Superintendent (Dan Goldman)
 - While the ESD cannot sway these systems, we can play a role in influencing the school culture and restorative practices that can keep the process from going as far as an expulsion.

- We discussed how those most targeted by these policies are boys of color.
 - The committee agreed to adopt the first bracketed language in the suggested policy, adding the additional layer of process that delegates the hearings officer role to the superintendent.
- Policy 2: [ICB G1](#) - Religious Holidays (New, Optional)
 - The committee compared this suggested staff policy to the existing [JEFB - Release Time for Religious Instruction](#) student policy.
 - The committee discussed how this policy was too difficult to adopt on the staff side due to equity, logistical, and language issues.
 - The committee decided that this policy was not ready to be approved by this committee yet, and would require much more community consultation, planning, and discussion in order to approve and implement.
- New Business Item #2: Overview of the Office of Equity and Family Partnerships
 - Sharif Liwaru chose to table this item until the new BEPAC members are in attendance.
- New Business Item #3: The Antiracist Multicultural Continuum ([Spanish](#) / [English](#))
 - The committee briefly review the Antiracist Multicultural Continuum ([Spanish](#) / [English](#))
 - The committee discussed how a key lacking aspect of these lenses and continuums is youth impact, consideration, and voice. The committee discussed how these often center adults' sense of belonging and not kids.
 - The committee suggested auditing these tools for how they may require free emotional labor from students.

Action Items:

1. Revisit religious policy (long term)
2. Thinking about student impact and student free labor in our continuum, Equity Lens, and policies
3. Next/new policies from Chief Human Resources Officer, Debbie Simons, and her team.

Resources

- [BEPAC Charter](#)
- [NWRESD Equity Lens](#)
- [BEPAC Goals](#)

Policies

- [AC AR - Discrimination Complaint Procedure](#)

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- [Policy Review Protocol \(4As\)](#)
 - [The resolution that created this Board Equity Policy Advisory Committee](#)
 - [The NWRESD Strategic Plan](#)
 - [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](#)