



Board Policy Equity Lens Tool

Title of board policy being reviewed:

BCE-Board Committees

Describe the purpose of this policy:

The purpose of this policy is to establish a modernized governance framework for Board committees by clarifying committee roles, authority, membership, and compliance expectations. The policy strengthens transparency, public accountability, stakeholder participation, and alignment with Oregon Public Meetings Law while providing greater flexibility in committee structure and operation.

What is your experience with this policy:

This revised policy reflects a more contemporary and governance-focused approach to Board committee operations. Experience suggests that expanded stakeholder participation and clearer governance structures can strengthen trust and decision-making when paired with intentional equity practices, transparency, and accessibility supports.



**What is the plan to communicate this policy to staff, students, and/or families?
What is the plan to communicate this policy to linguistically diverse students and their families?**

Is this policy:

Easy to locate for staff?

This policy and a summary of this policy will be available on the MESD web page. The summary of this policy is also available on the MESD website in Spanish, Chinese, Russian, Somali, and Vietnamese and, upon request, the summary and/or policy may be translated into other languages.

Accessible to students and families?

This policy and a summary of this policy will be available on the MESD web page. The summary of this policy is also available on the MESD website in Spanish, Chinese, Russian, Somali, and Vietnamese and, upon request, the summary and/or policy may be translated into other languages.

Included in onboarding, intake, or other training?

This policy will be communicated to the Board at its next Regular Session meeting as well as be available in the handbook. The policy will also be posted on the district website for easy access.



Clear and easy to understand?

Overall, yes. The revised policy provides clearer definitions, classifications, and governance expectations than the previous version. It more explicitly distinguishes between Board subcommittees, advisory committees, and administrative committees.

However, some sections—particularly those involving Public Meetings Law and advisory committee requirements—may require additional procedural guidance or training for Board members and community participants.

People

How are people affected positively or negatively by the policy? What potential barriers might people encounter? What barriers might be reduced by this policy?

The policy positively impacts stakeholders by increasing opportunities for participation through inclusion of non-Board members and advisory committees. It also strengthens transparency and accountability through clearer meeting and documentation expectations.

Potential challenges may include increased procedural complexity, additional administrative workload, and the possibility that community participation could still be limited if recruitment and engagement practices are not equitable or accessible.

The policy reduces barriers related to unclear governance structures, inconsistent committee practices, and limited stakeholder input.



Can you identify the racial or ethnic groups affected by this policy, program, practice, or decision? Do you know the potential impacts to these populations? If you don't know, how will you find out?

Historically marginalized communities—including communities of color, multilingual families, and underrepresented stakeholders—may benefit from expanded opportunities for participation on advisory committees if inclusive recruitment practices are implemented.

However, disparities may persist if participation processes favor individuals with greater familiarity with governance systems, flexible schedules, or institutional access. Intentional outreach and equitable representation strategies will be important.

Were these populations involved in any way, at any point in the development, implementation, and evaluation of this policy? If so, when and how?

The revised policy reflects evolving governance standards, public meetings requirements, and organizational best practices. The inclusion of advisory committee structures and non-Board membership creates stronger opportunities for future community engagement and representation.

Ongoing implementation should include feedback from staff, students, component districts, and community members to ensure committees remain accessible and representative.



What priorities and commitments are communicated by this policy?

The policy communicates commitments to transparent governance, public accountability, legal compliance, stakeholder engagement, and structured decision-making. It prioritizes clear committee authority, public participation, and stronger governance processes.

It also reflects a commitment to collaborative leadership and regional representation through local advisory committee provisions.

Place

What kind of positive or negative environment are we creating?

What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)

The policy creates a more structured, participatory, and accountability-focused governance environment. It encourages broader involvement in Board-related work and clarifies governance responsibilities.

Barriers to equitable outcomes may include limited public understanding of governance processes, language access challenges, scheduling barriers, or uneven recruitment practices for committee participation. Administrative capacity and training may also affect implementation consistency.

Power

How is the power of decision-making shared with those it affects?



How have you intentionally involved the communities affected by this policy, program, practice, or decision?

The revised policy expands opportunities for shared governance by allowing participation of non-Board members, advisory groups, and local advisory committees. This creates additional pathways for stakeholder voice and regional input.

Power-sharing can be strengthened further by ensuring committee recruitment processes are transparent, inclusive, and accessible to historically underrepresented communities.

Process

Does the policy, program, or decision improve, worsen, or make no change to existing disparities?

Does it create other unintended consequences?

The policy has strong potential to improve equity by broadening participation opportunities and strengthening transparency. However, disparities could persist if committee participation is not intentionally inclusive.

Unintended consequences may include increased complexity, slower decision-making processes, or disproportionate participation by individuals already familiar with governance systems.

Plan

How will you reduce the negative impacts and address the barriers?



Negative impacts can be reduced by:

- Providing accessible and multilingual communication about committee opportunities.
- Developing equitable recruitment and appointment practices.
- Offering governance orientation and training for committee members.
- Monitoring committee representation and participation patterns.
- Ensuring meeting accessibility, including scheduling and virtual participation options.