



Board Policy Equity Lens Tool

Title of board policy being reviewed:

BD-Board Meetings

Describe the purpose of this policy:

The purpose of this policy is to establish clear governance expectations for Board meetings, communications, public notice requirements, and compliance with Oregon Public Meetings Law. It defines meeting types, communication limitations, accessibility requirements, and transparency standards to support lawful and accountable Board operations.

What is your experience with this policy:

This policy reflects a modern and comprehensive approach to governance transparency and Public Meetings Law compliance. Experience suggests that strong accessibility practices, clear communication, and intentional community engagement are essential to ensuring all stakeholders can meaningfully participate in Board governance processes.



**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 policy provides detailed definitions and procedures that clarify Board governance responsibilities and Public Meetings Law requirements. Because of its legal and procedural complexity, Board member training and public guidance may be necessary to ensure consistent understanding and implementation.

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 supports transparency, public accountability, accessibility, and equitable public participation by establishing notice requirements, accessibility accommodations, and communication standards.

Potential barriers may include the complexity of legal language and procedural requirements, which could make participation more difficult for individuals unfamiliar with governance processes. Technology access barriers may also affect participation in electronic meetings.

The policy reduces barriers related to inaccessible meetings, lack of public notice, and unclear governance procedures.

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 multilingual families, communities of color, individuals with disabilities, and immigrant communities—may benefit from expanded accessibility requirements, interpreter provisions, and electronic participation options.



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 policy reflects Oregon statutory requirements and evolving governance best practices. The inclusion of interpreter accommodations, accessibility language, and virtual participation options reflects broader public accessibility considerations.

Ongoing implementation should include community feedback regarding accessibility, meeting participation, and communication effectiveness.

What priorities and commitments are communicated by this policy?

The policy communicates strong commitments to transparency, legal compliance, ethical governance, public access, accessibility, and accountability. It prioritizes open government practices and public trust.

It also demonstrates commitment to inclusion by addressing disability accommodations, language access considerations, and electronic participation.

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 transparent, structured, and accessibility-focused governance environment. It reinforces that Board decision-making should occur publicly and with appropriate safeguards.

Barriers to equitable outcomes may include limited familiarity with governance procedures, digital access disparities, language barriers, and the complexity of public meeting laws. Administrative capacity 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 policy supports shared governance through public meeting access, notice requirements, accommodation provisions, and complaint procedures related to Public Meetings Law compliance.

Power-sharing can be strengthened by proactively engaging historically underrepresented communities, simplifying public participation processes, and expanding multilingual communication supports.

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 increasing accessibility, transparency, and public participation opportunities. However, disparities may remain if procedural complexity or technology barriers disproportionately affect certain communities.

Unintended consequences may include reduced informal communication among Board members due to serial meeting restrictions or public confusion regarding technical governance requirements.

Plan

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

Negative impacts can be reduced by:

- Providing plain-language and multilingual explanations of Board processes.
- Offering accessible meeting formats and technology support.
- Conducting regular Board training on equity and accessibility.
- Proactively notifying communities about participation opportunities.
- Monitoring accessibility and participation feedback from the public.