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# Lyndhurst Public Schools

## Equity and Inclusion

Collaboration & Commitment to an Equitable Education

# Mission Statement

*A Diverse, Equitable, and Inclusive Education  
for all our Students.*

The Lyndhurst Public Schools is committed to proactively building a diverse, equitable and inclusive education for all our students. We will continue to implement programs and practices that will enable all students to thrive academically, athletically, socially, and emotionally.

- We commit to training our faculty and revising our curriculum to recognize and understand the range of diversity and needs among our students to sustain an inclusive classroom.
- We commit to appreciating how cultural, historical, and personal aspects of each student contributes to our schools.
- We commit to teaching faculty to question their viewpoints and assumptions, and to reflect and modify where appropriate.



# NJDOE Regulation

Governor Murphy signed this bill into law, codified at P.L.2021, c.32. The new law requires school districts to include instruction on diversity and inclusion as part of implementation of the New Jersey Student Learning Standards:

Legislation ([A-4454](#)) to require New Jersey school districts to incorporate instruction on diversity and inclusion into an appropriate place in the curriculum of students in kindergarten through twelfth grades.

The lessons will highlight and promote diversity, including economic diversity, equity, inclusion, tolerance, and belonging in connection with gender and sexual orientation, race and ethnicity, disabilities, and religious tolerance. Studies will examine the impact that unconscious bias and economic disparities have at both an individual level and on society as a whole. The lessons will also encourage safe, welcoming, and inclusive environments for all students regardless of race or ethnicity, sexual and gender identities, mental and physical disabilities, or religious beliefs.

Students will begin learning this curriculum in the 2021-2022 school year.

<https://www.insidernj.com/press-release/murphy-reynolds-jackson-verrelli-bill-require-diversity-inclusion-studies-nj-schools-becomes-law/>

# Equity Steering Committee

- Gina DiMaggio, High School Language Arts Teacher
- Paul Ellis, Middle School Language Arts Teacher
- Lisa Klein, Supervisor of Curriculum
- Blake Spence, High School Social Studies Teacher
- Jamie Stevens, Director of Student Services



# District-Wide Plan for 21/22

- ❖ District Equity Steering Committee
- ❖ School Equity Committees
- ❖ Professional Development for Principals
- ❖ Professional Development for Teachers, Counselors, Child Study Team Members
- ❖ Infusion of Equity, Inclusion, and Diversity into the Curriculum



# Professional Development

## UNCONSCIOUS BIAS

*Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness.*

Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing



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# Professional Development

*Unconscious Bias ...*  
*What is it exactly?*



# Professional Development

## Cultural Competence

***Cultural competence** is the ability to understand and interact effectively with people from other cultures.*



# Professional Development

## Cycle of Prejudice

*The cycle of prejudice identifies the various stages of prejudice and the positive and negative outcomes of stereotypes and bias.*



# Professional Development

## LGBTQ

*Understand the basics of sexuality and delinating terms such as lesbian, gay, transgender, non-binary*



# Stereotype - Prejudice - Discrimination

**Stereotype:** An oversimplified idea or assumption about an entire group of people without regard for individual differences. Ex: All \_\_\_\_\_ are \_\_\_\_\_. The idea of a “positive” stereotype does not exist because not all members of a group conform to the stereotype and then may feel inadequate.

**Prejudice:** A belief, or a pre-judgment, about a person or a group of people without having enough knowledge to make that judgement. Prejudice is based on stereotypes.

**Discrimination:** An action based on prejudice and/or stereotyping that excludes people or treats them unfairly. Some forms of discrimination are illegal such as housing discrimination or disability discrimination.



# Our Student Population at a Glance...

## Enrollment Trends by Student Group

This table shows the percentage of students by student group for the past three school years.

Student Group	2016-17	2017-18	2018-19
Female	49.7%	49.2%	49.6%
Male	50.3%	50.8%	50.4%
Economically Disadvantaged Students	22.1%	22.6%	22.6%
Students with Disabilities	16.4%	15.7%	16.6%
English Learners	3.3%	2.5%	2.5%
Homeless Students	0.0%	0.0%	0.1%
Students in Foster Care	0.4%	0.3%	0.1%
Military-Connected Students	0.2%	0.0%	0.0%
Migrant Students	0.0%	0.0%	0.0%

## Enrollment by Racial and Ethnic Group

This table shows the percentage of students by racial and ethnic group for the past three school years.

Racial and Ethnic Group	2016-17	2017-18	2018-19
White	61.1%	59.6%	58.4%
Hispanic	31.1%	32.0%	33.4%
Black or African American	3.1%	3.3%	3.2%
Asian	3.2%	3.0%	2.5%
Native Hawaiian or Pacific Islander	0.1%	0.0%	0.1%
American Indian or Alaska Native	0.0%	0.0%	0.0%
Two or More Races	1.4%	2.1%	2.5%





EMPATHY  
**RESPECT**  
SELF AWARENESS





# Collaboration **& Engagement**

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# Principal Professional Development



**4 Summer Sessions**



**District Consultant**



# Teacher Professional Development

School Equity Committee



Professional Learning Communities



Monthly meetings



One hour



Focused activities and  
discussion, curriculum  
writing



# ***What's Happened so far....***

- Equity Steering Committee Monthly Meetings
- Professional Development for Faculty and Staff
  - *Strive for Progress, not Perfection* led by Dr. Elliott of Harmony
  - *Why we Bully: Unconscious Bias* led by NJ State Bar Foundation



“

**It's our responsibility to  
design a system that helps  
all children and families  
to thrive.**

”

- Washington State Department of Children  
Youth and Families

# RESOURCES

- <https://diversity.llnl.gov/about/bias>
- <https://preemptivelove.org/blog/cultural-competence/>



