Diversity
Equity
Inclusion

Board of Education Meeting
January 18, 2023

NYS Board of Regents Initiative on Diversity, Equity & Inclusion

New York State EDUCATION DEPARTMENT
Knowledge › Skill › Opportunity

We will create and sustain safe, nurturing and engaging learning environments for **ALL** students.

"Diversity is not our problem. It is our promise."
-- Elijah Cummings

WELCOMED AND SUPPORTED

- Diversity means a wide range of human qualities and attributes
- Diversity is an educational and social asset for ALL
- Respecting diversity helps us meet the physical, social and emotional needs of ALL

"Always remember that you are absolutely unique. Just like everyone else."
-- Margaret Mead

OPPORTUNITIES TO SUCCEED

- Equity means fair treatment and opportunity for ALL
- Equity is fair access to programs, classes and needed supports
- Equity prepares ALL students to be actively engaged citizens

"There is only one way to see things, until someone shows us how to look at them with different eyes."
-- Pablo Picasso

CULTURES, LANGUAGES AND EXPERIENCES

- Inclusion means recognizing, understanding and accepting ALL
- Inclusion teaches and models respect for ALL
- Inclusion makes ALL feel safe, supported and valued

"Diversity is being invited to the dance. Inclusion is being asked to dance. Equity is allowing you to choose the music." -- Cynthia Olmedo

Rye Neck Schools

LEARN • ACHIEVE • LEAD

Provide a **strong curriculum** that **emphasizes opportunities** and **advancement** to our students to continually challenge them to higher levels of personal success

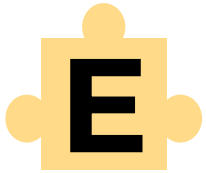
Offer **abundant opportunities for involvement** (academics, athletics, the arts, extracurricular activities or community service)

Ensure a **supportive learning environment** providing a close interaction between students and faculty

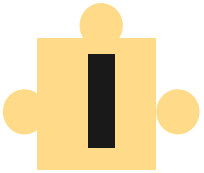
Develop **active, critical-thinking, creative, responsible citizens** with high values, morals and ethics.

Rye Neck Definitions

RN values *diversity* as the individual identities in our school community



RN values *equity* as the process that provides all students with what they need to succeed.



RN values *inclusion* as a community where all students feel accepted and have a sense of belonging.

2021-2022 School Year

Oct. 20

DEI Introduction
BOE Meeting

Oct. 25

District DEI Committee Charter

Nov. 9

- Explored cultural identity
- Defined levels of culture

Dec. 14

- Cultural identity and it's intersection with diversity
- Levels of culture
- Preparation for data collection

Jan. 11

Data Analysis:

- Enrollment
- Staffing

Feb. 15

Data Analysis:

- Home Language
- Socioeconomic Status

Mar. 8

Data Analysis:

- Attendance
- Discipline

Apr. 19

Data Analysis:

- MSHS Climate Survey

May 10

Equity Walks

Jun. 15

DEI Committee
BOE Meeting

Defining Reality

Do all students feel welcome and supported?

Do all students have fair access to programs, classes and needed supports?

If equity means fair treatment and opportunity for all, does the data in my community reflect that?

NYSED Roadmap

Phase I: Raise Awareness and Support for the Culturally Responsive-Sustaining Framework
Key Implementation Activities
1.1: Publish Framework Briefs and Roadmap of CR-S Education Framework Implementation
1.2: Present virtual and/or face to face sessions that allow participants to unpack the CR-S Framework and share the Framework briefs
1.3: Establish forums and meetings to build understanding of and support for the Framework
1.4: Unpack key vocabulary and concepts from CR-S Framework
1.5: Utilize electronic communication and social media to inform stakeholders (students, parents/caregivers, community members, youth organizations, non-profits) of resources/briefs
1.6: Create stakeholder-specific materials to introduce the CR-S Framework

Phase II: Build Capacity for the Culturally Responsive-Sustaining Framework
Key Implementation Activities
2.1: Professional development for: • All teachers and professionals • School leaders and administrators (board members, superintendents, principals and other administrative officials) • All school staff • Students • PTA/PTSA leadership and other parent/family leaders • Higher education teacher/administration programs • Communities and families
2.2: Create student-based groups/committee that would lead to student designed and executed professional learning opportunities
2.3: Sharing of strategies, practices, and professional learning activities by partners who are implementing the CR-S Education Framework
2.4: Promote communications to ensure cohesive messaging related to the framework across partners

1.7: Institute a series of community and parent/caregiver forums on culturally responsive-sustaining education (translated and offered in multiple languages and modes of communication)
1.8: Provide opportunities to collect input from the community, and to increase stakeholder involvement in supporting implementation statewide
1.9: Conduct district and school level pre- and post-assessments of CR-S awareness
1.10: Examine and explore resources that may be available for implementation of CR-S (both within and outside the district)

2.5: School Districts audit/review: • Curriculum/instruction and assessment on inclusiveness and implicit biases (including parents, caregivers, students, and community feedback) to the extent practicable. • Analyze school data for indicators of biases and gaps in opportunities, such as: student placement to gifted & talented and special education services, course placement (includes access to AP, high school coursework, advanced coursework, IB courses), suspensions, attendance
2.6: School or District audit/review: • School environment and all district school policies and activities, including interview processes and hiring policies, teacher diversity, and all employee and volunteer training. (including parents, caregivers, students, and community feedback) to the extent practicable.

2022-2023 School Year

Actionable Steps

2021-22 DEI Committee Recommendations

DEI Leaders' Network

Southern Westchester BOCES
Monthly Workgroups

Professional Development

Provide teachers with more training on culturally responsive practices.

- -All teachers
- -All school staff
- -School Leaders/Admin
- -Students
- -PTSA and other parent leaders
- -Communities and families

Paul Forbes

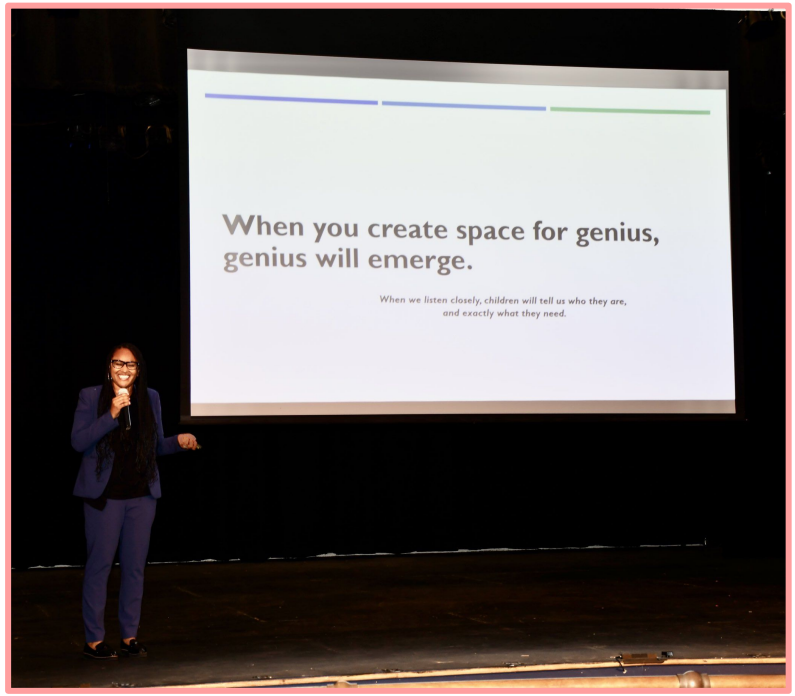
PNW BOCES
Implicit Bias Awareness Workshop

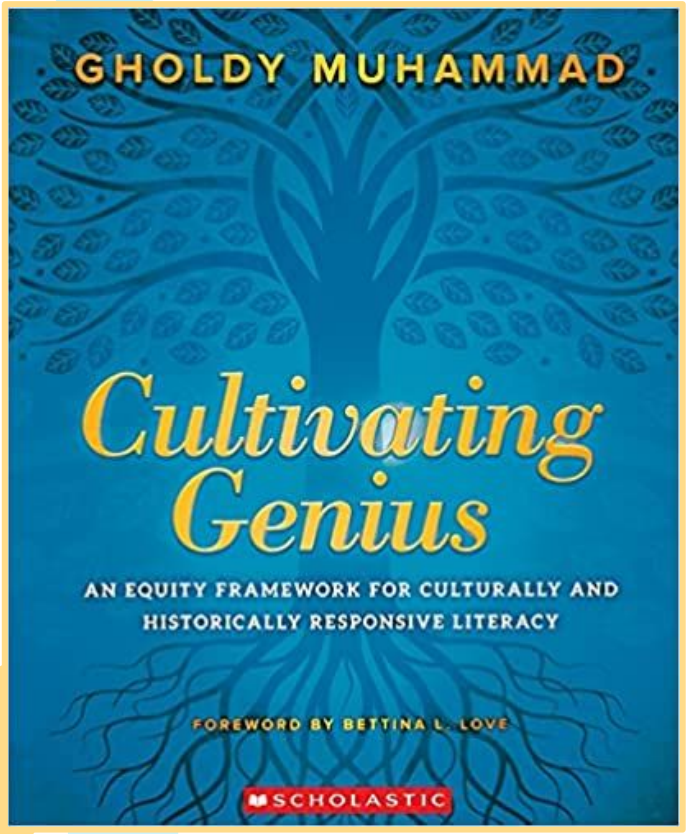
NYSED Roadmap

Phase 1: Raising Awareness
Phase 2: Building Capacity

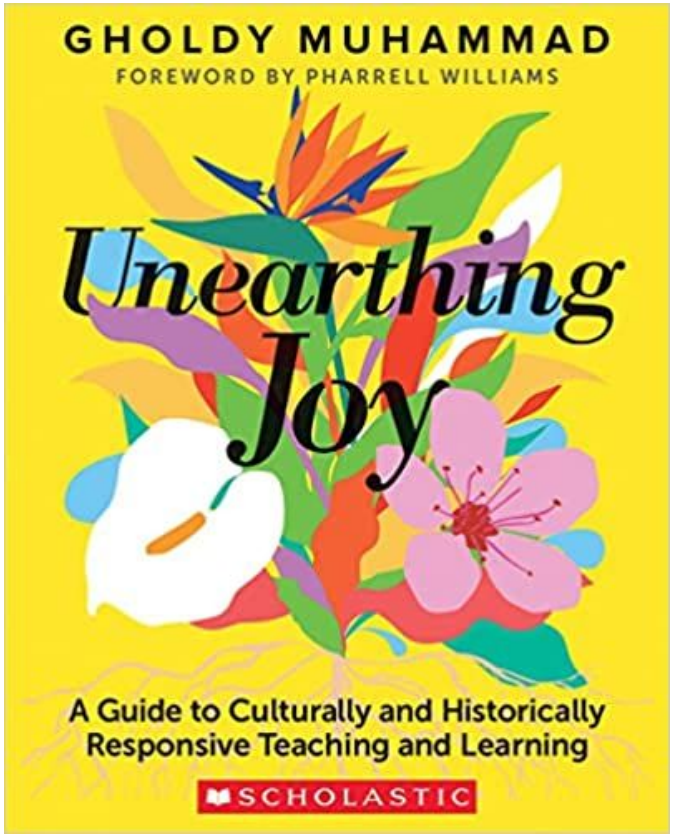
DEI Keynote Speaker

September 1, 2022
Dr. Gholdy Muhammad





Soon to be released~



Movie Night

<u>Tentative Date:</u>

Tuesday, March 14, 2023

6:30pm

MS/HS Performing Arts Center

Never
Forget

Rye Neck Schools

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Thank you!

Do you have any questions?

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