

DEI Initiative- Year 2:

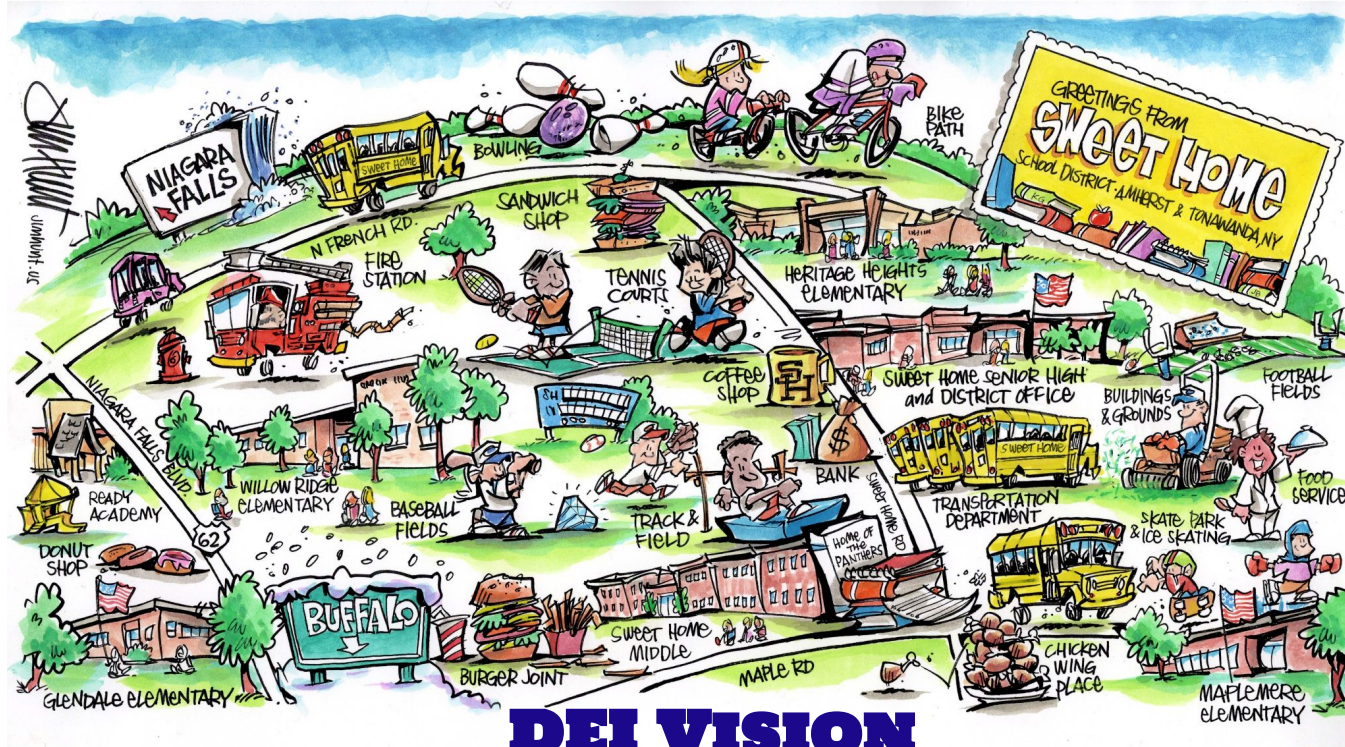
Striving for Cultural Proficiency

Sweet Home Central School District
June 20, 2023



DEI MISSION

Cultivating a community where all members experience a sense of belonging



DEI VISION

To foster an equitable environment that is culturally responsive, inclusive of all voices, and dedicated to lifelong learning



DEI Committee Members 2022-23

Musab Abrar
Student

SRO Dave Awald
APD

JoAnn Balazs
Chair

Dr. Anna Ball
UB

Jennifer Bennett
Teacher

Mary Beth Bruce
Teacher

Marissa Dauria
Principal

Mike Ginestre
Superintendent

Amanda Glenn
Teacher

Sam Hill
Parent

Rob Imbs
Service

Scott Johnson
BOE

Kristen Kelly
Parent

Riley Kiszka
Student

**Kailey
McDonald** BOE

Emily Mielcarek
Teacher

Antonio Perry
Principal

Dirk Rabenold
Community

Justin Rogers
Parent

Afifa Roja, Student

Jim Ryan
Principal

Deepa Saini
Service

Zoe Gionis
Teacher

Jordan Theodore
Student

**Dr. Corrie
StoneJohnson** UB





Sweet Home's DEI Plan

***Start where you are,
but don't stay there...***

https://docs.google.com/document/d/1mZ9ndMjlkPfc_sV_4d7SwnATnzAnVTC-H5HWAGRjil0/edit?usp=sharing

Goals 2022-23**Year 2****Implementation Phase: Launch DEI Subcommittees, Extend Capacity to School Committee, & Launch Student Voice**

Action Plan	Team Responsible	Timeline
DEI Committee Goals: <ul style="list-style-type: none">• Launch DEI Subcommittees• Continue to Build Community & Capacity• Study Continuum of Cultural Proficiency	DEI Committee	2022-23
Launch DEI Subcommittees: <ul style="list-style-type: none">• Teaching & Learning• Diverse Schools & Learning Opportunities• Family & Community Engagement• Student Supports, Discipline & Wellness• Workforce Diversity	DEI Chair & Subcommittee Chairs	2022-23
Extend Capacity to ALL School Staff: <ul style="list-style-type: none">• Professional Development - Superintendent's Conference Days	District Office Cabinet	Fall 2022 & Spring 2023
Launch Student Voice <ul style="list-style-type: none">• Establish Student Leadership Council• Establish First Student Leadership Summit: Challenge 2 Change 2023	DEI Chair	Spring 2023





The Continuum of Cultural Proficiency

*Start where you are,
but don't stay there...*

Compliance Based Tolerance (unhealthy)

- Destructiveness (see it; stomp it out-genocide)
- Incapacity (see it but believe in superiority; discrimination)
- Blindness (see it but ignore it; avoidance)

Transformation for Equity (healthy)

- Precompetence (see differences but inadequate in response)
- Competence (see differences; understand the differences make a difference)
- Proficiency (see the differences; respond effectively & affirmatively)

https://drive.google.com/file/d/1G1GeSNmAyb1G7VUAhTQCwZXODn8_1sE5/view

Understanding the Continuum...

Cultural Proficiency: The Continuum					
Cultural Destructiveness	Cultural Incapacity	Cultural Blindness	Cultural Pre-Competence	Cultural Competence	Cultural Proficiency
Seeking to eliminate the cultures of others in all aspects of the school and in relationship to the community served	Trivializing and stereotyping other cultures; seeking to make the cultures of others appear to be wrong or inferior to the dominant culture	Not noticing or acknowledging the cultures of others within the school community; treating everyone in the educational system without recognizing the needs that require differentiated interaction	Increasing awareness of what you and the school don't know about working in diverse settings; at this level of development, you and the school can move in a positive, constructive direction, or you can falter, stop, and possibly regress	Aligning your personal values and behaviors, and the school's policies and practices in a manner that is inclusive of cultures that are new or different from yours and the school's; enables healthy and productive interactions	Holding the vision that you and the school are instruments for creating a socially just democracy; interacting with your colleagues, students, families, and the community as an advocate for life-long learning to serve effectively the educational needs of all cultural groups
<i>See the difference and stomp it out.</i>	<i>See the difference and make it wrong.</i>	<i>See the difference and act like you don't.</i>	<i>See the difference and at times, respond inappropriately.</i>	<i>See the difference and value it.</i>	<i>Seek the difference and esteem it as an advocate for equity.</i>
<p>"In this class, we speak English only."</p> <p>"If we could get rid of our special needs students, our scores would improve."</p>	<p>"You know that those parents never show up to school functions."</p> <p>"Asian students come to this country and succeed. Why wouldn't the other students do so as well?"</p>	<p>"I don't see color. I just see kids."</p> <p>"Racism and discrimination don't exist anymore. I really hate it when parents use the race card."</p>	<p>"During Christmas time I have a menorah in my classroom."</p> <p>"We value all cultures. We have a night where parents bring food representing their country."</p>	<p>"A student made a derogatory remark and I used it as a teachable moment to remind students of the right thing to do."</p> <p>"The co-teach model with the push-in Special Education teacher is allowing us to have honest conversations about differentiation in the classroom."</p>	<p>"Our school's Social Justice and Equity Vertical Team is doing a great job of embedding culturally relevant lessons into our curriculum."</p> <p>"My job as an educator is not only to teach content. I also openly embrace my role as an advocate for each child and their family."</p>

Adapted from Lindsey, Robins, and Terrell (2009)





Nov 2022
Superintendent's
Conference Day
DEI Part 1:

All of Us... Together

All of Us...Together, we explored:

- Having Safe Conversations (promoting Dialogue over Debate);
- Social Identity & the Cycle of Socialization; and
- The Danger of a Single Story



March 2023
Superintendent's
Conference Day
DEI Part 2:

*Striving for Cultural
Proficiency...*

We explored:

- Community Building
- Cultural/Social Identity
- Cultural Proficiency & Cultural Humility



Cultural Proficiency & Humility

Cultural Proficiency is the awareness, knowledge, and skills needed to work with others who are **culturally different** from ourselves in meaningful, relevant, and productive ways.

Cultural Humility means opening up a conversation in a way that genuinely attempts to understand a person's identities related to race and ethnicity, gender, sexual orientation, socioeconomic status, education, social needs, and others



Sweet Home Languages → Cultures

- Albanian
- Apache
- Arabic
- Bengali
- Bosnian
- Burmese
- Chinese
- English
- Farsi
- French
- German
- Gujarati
- Hindi
- Italian
- Japanese
- Kannada
- Korean
- Kinyarwanda
- Kurdish
- Lithuanian
- Malayalam
- Nepali
- Panjabi
- Persian
- Portuguese
- Pushto
- Russian
- Shona
- Serbian
- Spanish
- Syriac
- Tagalog
- Tamil
- Telugu
- Thai
- Tigrinya
- Turkish
- Turkmen
- Twi
- Ukrainian
- Urdu
- Vietnamese
- Wolof



Year of Study: Where are we & where do we need to go?

*Start where you are,
but don't stay there...*

DEI Subcommittees:

- Teaching & Learning
- Family & Community Engagement
- Workforce Diversity
- Diverse Schools & Learning Opportunities
- Student Supports, Discipline & Wellness



Teaching & Learning

Chair:
Dr. Toyia Wilson,
Assistant Superintendent,
Curriculum & Instruction

Goals:

Development of Strategic Plan:

- Teaching & Learning
- Future Focused
- Whole Child

Teaching & Learning Sub-Committee

Dr. Blythe Anderson, Parent & Community Member - UB
JoAnn Balazs, Assistant Superintendent for Talent & Equity
Erica Chan, Student
Matt Clemens, Parent
Stefanie Franko, Parent
Dr. Michael Ginestre, Superintendent of Schools
Brian Laible, Board Member
Bonnie Lorentz, Teacher
Debbie Opala, Administrative Assistant
Jordan Payne, Student
Robert Polino, Principal
Natasa Popovic, Assistant Principal
Patience Richards, Student
Julie Roberto, Teacher

Shakwana Shelton, Parent
Stephen Shepherd, Teacher on Assignment
Avionna Shimmel, Student
Paul Szymendera, Sweet Home Education Association (SHEA) President
Tiffany Trabold, Parent
Hunter Tryloff, Student
Jayden Ventura, Student
Dr. Toyia Wilson, Assistant Superintendent for Curriculum & Instruction
Scott Wolf, Principal for Curriculum & Instruction





Diverse Schools & Learning Opportunities

Chair:

Robert Polino,
Principal, Willow Ridge

Goals:

- Provide more guidance on course offerings and career exploration (infrastructure to help students and parents navigate)
 - Recommendation to HS
- Create unique pathways for student success based on student interest
 - Recommendation to the Teaching & Learning SC
- Provide more APs (challenging courses) and electives (interests and careers)
 - Recommendation to the Teaching & Learning SC

Diverse Schools & Learning Opportunities

Bob Polino, Chair, Principal at Willow Ridge Elementary

Derek Baker, Principal, High School	Kailey McDonald, BOE	Ty Critelli, Counselor
Julia Ryan, Teacher	Kendra Herbold, Teacher	Michelle Schmitt, Teacher
Wendy Manhardt, Parent	Stephen Steinberg, Parent	Rob Imbs, Service Staff
JoAnn Balazs, DEI Chair		



Family & Community Engagement

Chair:

Ray Bailey,

High School Assistant Principal

Goals:

- Increase access to all forms of communication
 - Calendar
- Increase & coordinate multicultural events
- Supports for diverse families

Family and Community Engagement

Ray Bailey, Chair, Assistant Principal, High School

James Ryan, Principal Maplemere Elementary	SRO David Awald, APD/Community Member	Susan Wattle, Teacher Aide
Maggi McDonald, Teacher	Jacquie Stablewski, Teacher	Emily Mielcarek, Teacher
Jessica Sears, Teacher	Jessica Whitcomb, Teacher	Anne Nowak, Counselor, Family Support Center
Jennifer Beltre, Parent	Jamal Bacon, Parent	Julie Thompson, Parent
Deb McLoughlin, Parent	Frances ILozue, Parent	Christin Estrada, Parent
Tracy Collymore, Parent	JoAnn Balazs, DEI Chair	



Workforce Diversity

Chair:

Finune Shaibi,
Director of Human Resources

Goals:

- Recruitment:
Targeted Outreach
- Interviews:
Committee Training
- Retention: Employee
Recognition & Safety

Workforce Diversity

Finune O. Shaibi, Chair, Director of Human Resources

Don Feldmann, Assistant Superintendent of Finance and Plant Services	Benjamin Morton, Assistant Principal, High School	JoAnn Balazs, DEI Chair
Alan Plath, Parent	Dawn Cwierley, Parent	Christina Annesi, Parent
Sherry McNamara, Exec Assist to Superintendent & District Clerk	Neal McLoughlin, Teacher	Jeremy Traverse, Teacher



Student Supports, Discipline & Wellness

Co-Chairs:

Katie Barillari,
Director of Special Programs

Lyndsay Marcinelli,
Assistant Director of Special Programs

Goals:

- **Recommend a plan to measure student wellness.**
- **Evaluate existing supports and access available to Sweet Home students K-12.**
- **Determine if additional supports are needed and if barriers to access exist.**

Student Support, Discipline and Wellness

Katie Barillari, Co-Chair, Director of Special Education and Pupil Services

Lindsay Marcinelli, Co-Chair, Assistant Director of Pupil Services

Marissa Dauria, Principal, Middle School	Karen DeLaPlante, Principal Glendale Elementary	John Pilato, Assistant Principal, High School
Lynn Kawa, Counselor	Leanne Zlotek, Teacher	Brooke VanGorden, Teacher
Jennifer Bennett, Teacher	James Brennan, Teacher	Nikki Hattersley, Teacher
Kristina Pinkowski, Teacher	Kristin Dehn, Parent	Amy Terragnoli, Parent
John Miller, Parent	Kristine Strible, Parent	Jaimee Celano-Ferraro, Parent
Jodie Roberts, Parent	Lekya Slaughter, Parent	JoAnn Balazs, DEI Chair



Student Voice In DEI



CHALLENGE 2 CHANGE
2023

LOVE WELCOME
EMPOWER BELONG
WE
ARE



"HEAL THE HATE... HEAL THE WORLD"

Students ACT Alliance for Cultural Transformation Tom Hayter, Grade 6

- Experience as a Student ACT member
- Planning for Challenge 2 Change



Students ACT - Alliance for Cultural Transformation

Jay'tion Holt, GL
Mya Lipscomb, GL
Atal Jawid, HH
Endiyah Fairclough, HH
Briannah Faith, MM
Krishanu Dhar, MM
Muhamed Diedhiou,
WR
Jayden Saini, WR

Thomas Hayter, MS
Elise McDuffie, MS
Mikaela Klumpp, MS
Patience Richards, MS
Samdeep Singh, MS
Jayden Ventura, MS
Elizabeth Cusack, HS

Lily Fisher, HS
Summer Mack, HS
Camryn Smith, HS
Afifa Roja, HS
Damarion Stone, HS
Hunter Tryloff, HS



CHALLENGE 2 CHANGE 2023

LOVE
WELCOME
EMPOWER
BELONG
WE
ARE



"HEAL THE HATE... HEAL THE WORLD"

Challenge 2 Change 2023 Objectives:

To provide Sweet Home students in Grades 4-12 the opportunity to:

- Explore having safe conversations: The difference between dialogue and debate
- Explore social identities and how they impact our perspectives
- Build community & cultural awareness
- Explore how to break down barriers related to intolerance (bullying and discrimination)
- Pledge to be Change Agents: explore strategies to break down barriers and *cultivate a community where all members experience a sense of belonging*



CHALLENGE 2 CHANGE
2023

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"HEAL THE HATE... HEAL THE WORLD"

Jared Burns,
Program Leader, NWACC

Reflections....

CHALLENGE 2 CHANGE 2023

"Heal the Hate... Heal the World"

Student Leadership Summit



CHALLENGE 2 CHANGE
2023

LOVE WELCOME
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"HEAL THE HATE... HEAL THE WORLD"

Students ACT
Summer Mack, Gr 9

Reflections....

CHALLENGE 2 CHANGE 2023

"Heal the Hate... Heal the World"

Student Leadership Summit



CHALLENGE 2 CHANGE

2023

LOVE WELCOME
EMPOWER BELONG
WE
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"HEAL THE HATE... HEAL THE WORLD"

Video:

<https://drive.google.com/file/d/1A6aVIWsAMWIAD4cMcCoEmGQfqCV9E5P6/view?usp=s>
[haring](#)





Goals 2023-24
Year 3
Implementation Phase: Auditing Systems

Action Plan	Team Responsible	Timeline
DEI Committee Goals: <ul style="list-style-type: none">● Support District's Strategic Plan● Continue to Build Community & Capacity● Strive for Cultural Proficiency & Humility● Study tools for conducting Equity Audits (striving for equitable policies, systems, schools, classrooms, behaviors)	DEI Committee	2023-24
DEI Subcommittees- Implementation of Goals/Restructure? <ul style="list-style-type: none">● Teaching & Learning- Launch Strategic Plan!● Diverse Schools & Learning Opportunities● Family & Community Engagement● Student Supports, Discipline & Wellness● Workforce Diversity	DEI Chair & Subcommittee Chairs	2023-24
Extend Capacity to School Community: <ul style="list-style-type: none">● Professional Development - Super. Conf. Days (staff)● Include Parent Outreach/Involvement	District Office Cabinet	Fall 2023 & Spring 2024
Student Voice: <ul style="list-style-type: none">● Students ACT: Goal Setting/Retreat● Fall Leadership Summit	DEI Chair	2023-24





Questions?

